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THE COMPASS

AMERICAN ASSOCIATION OF SOCIAL WORKERS

Volume XXIV April 1943 Number 4

ANNOUNCEMENT OF NEW EXECUTIVE SECRETARY

NOMINATIONS FOR ANNUAL ELECTION

ARTICLES ON

REPORT ON SECURITY, WORK AN RELIEF POLICIES

THE SUBSTANCE OF SOCIAL WORK

PHILADELPHIA DISMISSALS

MORE ABOUT THE MAIL VOTE

WHETHER or not there is a war the Association's resources should be used responsibly and productively and economically by the members to whom they belong. It is essential, therefore, that every member take seriously his obligation to participate in the affairs of the national Association. Two highly significant opportunities are forthcoming. The first is the annual election, the Nominating Committee's slate for which is published on page 29 of this issue along with that committee's report to the membership. Election ballots will be mailed about May 20. Additional nominations by petition are in order until June 10. **Paper is precious. Put it to use by voting promptly and returning the ballot to the Committee on Elections.**

The second opportunity for membership participation will be through the mail vote on the membership study and on the proposal to incorporate the Association in the State of New York. The March COMPASS gave details on both subjects. Both are important and basic to Association program and sound management. That your own opinion on these questions is being sought directly by the National Board should be assurance of the democratic nature of this organization. **Make the democratic channels effective: vote yourself and take responsibility for seeing that all other members in your territory take advantage of this opportunity.**

National War Time Conference To Be Held

A national War Time Conference has been called for May 8 and 9 in New York City, made up of representatives of the professions, sciences, arts and white collar fields. The purpose of the conference, in which the AASW is participating as a sponsor, is to stimulate more integrated work in the organizations and fields represented and more complete mobilization of skills. The program of the conference has been planned to provide panel and round table discussions on important subjects of common interest, ending with a general open session. It is expected that this conference will provide a unique opportunity for the Association to bring its particular knowledge and principles into closer relationship with the programs of other groups, leading toward better understanding and coordination of each organization's responsibilities.

The conference is open to all interested persons as well as organization representatives. There will be a $2 individual registration fee.

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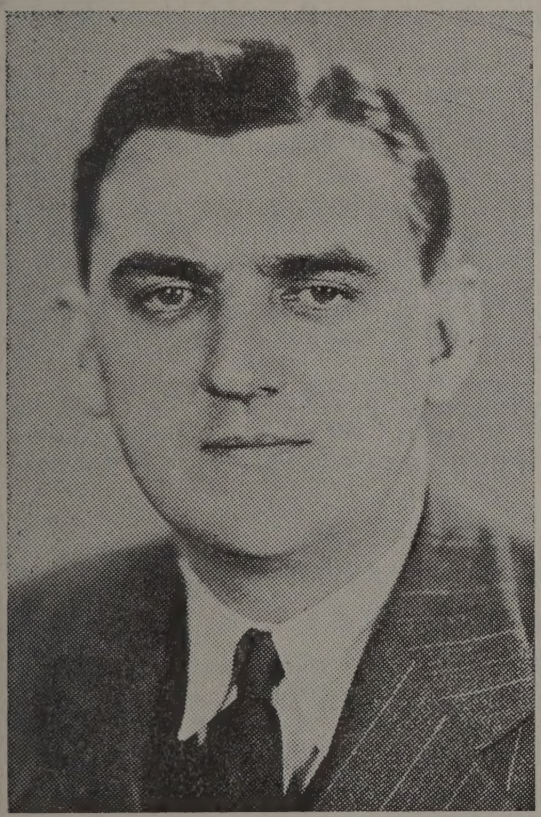
The New Executive Secretary of the AASW

Statement by **Grace L. Coyle**, President, announcing National Board appointment of Executive Secretary.



Joseph P. Anderson

THE National Board takes pleasure in announcing the appointment of **Mr. Joseph P. Anderson** as Executive Secretary of the American Association of Social Workers. He will begin his work on May 15th, 1943.

Mr. Anderson is known no doubt to many members of the Association, but for the sake of those who have not yet met him we are glad to introduce him to the membership through the pages of THE COMPASS. Mr. Anderson is a graduate of John Carroll University and the School of Applied Social Sciences of Western Reserve University. He has been in social work eleven years. During that time he has been Director of Adult Education and Community Organization of Brashear Settlement, Pittsburgh, Field Secretary and Secretary of the Group Work Division of the Federation of Social Agencies, Pittsburgh. He was successively Assistant Executive Director and Executive Director of two areas of the Emergency Relief Administration of Pennsylvania. Since 1939 Mr. Anderson has been in public housing, first as Tenant Selection Supervisor of the Pittsburgh Housing Authority and then with the Federal Public Housing Authority, of which he is now the Chief of the Leasing and Occupancy Section. Mr. Anderson has been an active member of the American Association of Social Workers since 1932. In addition to a number of local committee responsibilities he has been chairman of the Pittsburgh Chapter, a corresponding member of the national Committee on Government and Social Work and at various times a member of the national Nominating Committee, and the subcommittee on Community Organization of the National Membership Committee.

The Board believes that with Mr. Anderson's appointment the Association is ready to resume its full program in these crucial days when it is so essential that the professional association of social workers shall fulfill its important obligations to social work and to the nation at war.

In the name of the membership we welcome Mr. Anderson to his new responsibilities.

COMPARISON OF RESOURCES BOARD REPORT ON SECURITY, WORK AND RELIEF POLICIES WITH AASW POSITION ON PUBLIC SOCIAL SERVICES

Statement drawn up by **Aileen Kennedy Maccracken,** secretary to the Committee on Organization and Planning of Social Services in the War and Post War Periods, with the assistance of two members of that committee, **Dorothy C. Kahn** and **Donald S. Howard.**

Out of the total world conflict, and out of the greatest and most far reaching anti-social experience that civilized man has known, may yet come hopefulness for a better life with some greater assurance of "freedom from want," and from the demoralization of sickness, unemployment and disability.

Evidence of progress in this country may be found in the fact that principles of public social services enunciated by the AASW in 1941 are embodied almost entirely in the NRPB report on Security, Work and Relief Policies submitted to the President by the National Resources Planning Board and submitted by the President to Congress on March 10, 1943. This report was preceded in Britain by the Beveridge Plan and was followed by a draft of a Canadian Plan of Social Security submitted to the Canadian House of Commons Committee on Social Security on March 16, 1943.

This is an opportune time to review the AASW's Platform on Public Social Services in the light of the general principles advocated by the NRPB report. We are not attempting here a discussion of the entire proposal but merely pointing out those places where there is agreement and similar principles set forth.

I. BROAD OBJECTIVE

NRPB REPORT [1]	AASW PLATFORM [2]
The over-all objective of public aid should be the assurance of access to minimum security for all our people, wherever they may reside, and the maintenance of the social stability and values threatened when people lack jobs or income. * The National Government has a responsibility for all Americans and that it should work towards the goal of assuring access to minimum security for all our people, wherever they may live.*	These services (public social services) will not have reached a desirable level of operation until practical measures have been adopted which assure the economic social and physical well-being of every person in the American Commonwealth. This objective requires the leadership and resources of the federal government. All persons, regardless of race, creed, or any other condition, who are unable to secure suitable employment or whose resources fall below a level sufficient to maintain them and their families in health, decency and socially acceptable activity are a proper charge upon public resources.

[1] Quoted from a reprint of the findings and recommendations of the report released by the NRPB in New York Times, Friday, March 12, 1943, except for sections marked with asterisks which indicate excerpts from the full report, Security, Work and Relief Policies. The analysis presented here is not intended to summarize the whole of the NRPB report. All that is attempted is to present comparative information of special interest to those interested in the NRPB report's position on principles accepted by the AASW.

[2] The full statement of the Association's Position on Public Social Services may be found in the August, 1941. issue of THE COMPASS, page 25.

2. EMPHASIS ON PREVENTION

NRPB

Advocates prevention of economic insecurity through a fuller utilization of our productive resources, including labor, and by more comprehensive measures to improve the health of our people. * Every constructive measure aiming to secure fuller and more efficient utilization of our productive resources, to rectify the present maldistribution of our national income, and to improve the health of our people, will reduce the need for public aid as such.*

AASW

Advocates measures designed to prevent the occurrence of unemployment, dependency and delinquency.

3. WORK PROGRAMS

Work should be provided for all adults willing and able to work. Rates of remuneration, conditions of employment and hours of work should parallel as closely as possible those prevailing in private employment. Eligibility for employment on work programs should be determined by relative employability and need for work. Access to the program should be through public employment offices and should not be dependent upon an investigation for economic need. Therapeutic work programs for the handicapped should be developed.

Work under wholesome conditions and at wages sufficient to assure maintenance for the worker and his normal dependents should be available to all who are not disabled. To the degree that private industry cannot provide such opportunities, government should provide them. . . .

Payment for work done on public projects should be the union scale of wages, where such scales have been developed, and should not fall below the minimum standards set by law for the protection of private employment.

Tests of individual needs other than evidence of lack of other employment opportunities are inconsistent with the concept of work outlined above.

Public projects for those occupationally displaced should be promoted to direct training or recruiting in suitable occupations.

4. PROGRAMS FOR YOUTH

(a) Financial aid for educational opportunity above compulsory school attendance, i.e., educational grants.

(b) Revision of school curricula to include "meaningful unpaid work experience" for youth during school attendance.

(c) Apprenticeship.

(d) Youth work programs for unemployed youth not in schools.

(e) Required registration of youth seeking employment at public employment offices.

(f) Eligibility restricted to youth under 21.

(g) Facilities for counseling and guidance should be provided by schools and public employment service.

(h) Special attention should be given physical health of youth.

Public projects for young people should be primarily directed to promote training. The AASW in its platform has not dealt with youth problems such as education, curriculum, etc.

5. SOCIAL INSURANCE

NRPB

(a) Disability Insurance.

(b) Federal system of unemployment compensation with total coverage of employed population.

(c) Strengthening and extension of Old Age and Survivors Insurance.

(d) Government Contributions. * The regressive effect of the wage and pay-roll taxes is undeniable. . . . If retention of these taxes is essential to the maintenance of the integrity of social-insurance programs, their regressive effects can only be offset by corresponding changes in other parts of the tax structure. . . . Therefore, we recommend that a proportion of the funds needed for social insurance programs should be derived from general tax revenues collected on a progressive basis.*

AASW

Provisions for insurance against loss of income because of unemployment, old age, injury at work, and loss of breadwinner have already been found to be feasible. Such provision should be extended to cover disability and illness. The insurance system should provide benefits of such an amount and for such a period as to provide reasonable security for the insured and progressively to reduce the need for other measures.

Coverage should be extended to the entire working population.

6. ASSISTANCE

(a) Comprehensive general public assistance.

(1) * The National Government has a responsibility for all Americans and . . . should work towards the goal of assuring access to minimum security for all our people, wherever they may live.

(2) *. . . Federal grants [for general assistance] should be conditional on the removal of specific disqualification of applicants on the grounds of age, race, citizenship, marital status, or employability. It should be required as a condition of the Federal grant that no person be required to satisfy a settlement or residence requirement of more than 1 year.*

(b) Special types of public assistance covering needy, blind, aged and dependent children.

Consideration should be given to extending the categories to embrace all groups whose need for socially provided income is likely to be relatively permanent or of long and predictable duration. Continuance of public assistance now provided for special groups is recommended.

Public assistance should be available to meet the needs of all those unable in other ways to maintain an adequate standard of living. Assistance measures should be:

(a) Broad enough in scope to provide for all types of needy persons regardless of the cause of their need, and regardless of race, creed, political affiliation, citizenship or length and place of residence or any other arbitrary restriction on eligibility. Compulsive features of laws and rulings regarding family responsibility should be abolished.

(b) Adequate to enable needy persons and their dependents to maintain acceptable standards of living and to prevent physical and social deterioration and breakdown of morale.

(c) Granted under such conditions of eligibility and calculated in such a way as can be readily understood by persons in need. It is also essential that these conditions should be of such a nature as to appeal to a sense of fairness on the part of applicants for assistance, and should engage them in responsible participation in the process of determining eligibility.

6. ASSISTANCE (continued)

NRPB

(c) Adequacy. * The long-run objective should be to provide a standard of living that is not too widely at variance from what we like to think of as the "American Standard." *

(d) Needs tests. * Recommends combining individualized treatment with techniques of determining need that do not interfere unduly with the rightful privacy of the family.*

(e) Form. * The provision of economic security in the form of cash payments is not only greatly preferred by the recipients and thus a factor contributing to the maintenance of initiative and self-respect, but is also often more economical to the community.*

AASW

(d) Designed to conserve the personal integrity and dignity of the persons in need and to assist them to return to self-maintenance wherever possible. Assistance rendered in forms other than the normal medium of exchange violates this principle.

7. PUBLIC SOCIAL SERVICES

Public social services essential to the health, education and welfare of the population should be available throughout the country. . . . responsibility for their development should be shared by local, state and federal authorities.

(a) Public provision for meeting the needs of our people for more adequate medical care.

(b) Expansion of state and local child welfare services for the prevention of child neglect and delinquency and promotion of adequate care of children requiring special attention with the aid of the Federal government so as to be available everywhere.

(c) Free school lunches for all school children.

(d) Social Case Work. * Modern social case work . . . can play . . . an important role in the prevention of poverty. . . . The social worker may be the means by which the public-aid recipient is helped to secure diagnosis and treatment of some physical or mental ailment which has handicapped him in securing and retaining employment. . . . Responsiveness on the part of a trained social worker may be the beginning of a process of reconstruction of the recipient's strength and morale. Such enhancement of the morale of the recipient is a gain not merely for him but also for the taxpayers of the Nation.*

(e) * The direct distribution of surplus commodities should be replaced by the stamp plan. . . . Surplus commodities should be available to the entire low-income population.*

Government should make available or guarantee adequate medical care and public health services for all persons who are not otherwise provided with such care and services.

Housing—Government should be responsible for providing or guaranteeing an adequate supply of safe, decent low rental housing for all groups who are not otherwise provided with adequate shelter.

Recreation—Government should provide facilities and leadership for public recreation as one of the basic requirements of a well-rounded public welfare program. Activities under voluntary or commercial auspices should be regarded as complementary to governmental facilities and services.

8. GENERAL ADMINISTRATIVE ARRANGEMENTS

NRPB

(a) Administration—Although federal-state cooperation is preferable as a general principle, the allocation of administrative responsibility for the various diversified programs between federal, state and local governments should be determined by reference to:

(1) The capacity of the different governmental units for the exercise of specific financial, policy-forming, technical and routine administrative functions, and

(2) The national importance attached to the attainment of the objectives of the given program.

(b) Personnel—The personnel administering public-aid programs should be fully qualified by training and experience for the performance of tasks which call for a high degree of skill and professional competence.

The merit system should be extended upward, downward and outward for all personnel in the field of public aid.

(c) Finance—A distribution of financial responsibility for total public aid costs between the various units of government is advisable and should reflect differences in need and in economic and fiscal capacity. * Future federal grants should reflect differences in need and in economic and fiscal capacity between the States.*

(d) Further recommendations include a central information office in every community for informing the public of availability of community resources, both public and private; a single agency for the administration of all public assistance programs within a locality; access to all programs offering employment or training should be through the public employment offices; wider participation of lay groups in planning and interpretation, and federal security agency should be given the status of an executive department and the administrator should have the status of a cabinet member.

AASW

(a) In order to carry out the foregoing program a coordinated administrative structure is essential in federal, state and local units of government. Also essential is effective cooperation between those units, and between federal, state and local governments.

(b) Federal resources, administrative and financial, must be utilized in appropriate measure to supplement those of state and local governments. Effective administration therefore involves:

(1) federal aid to equalize the resources of state and local governments.

(c) The public interest demands that competent service be assured in the public social services in order that public funds shall be administered humanely, economically and effectively. Such service can be assured only through the recruitment, selection and tenure of the best equipped personnel in relation to the specific nature of each type of position. Professional functions should be performed by professionally qualified persons. A well administered merit system offers the only assurance of such personnel in the public service.

The Substance of Social Work?

By **Anna E. King,** Dean of the School of Social Service, Fordham University, and member of the National Committee on Organization and Planning of Social Services in the War and Post War Periods, AASW.

THIS paper was presented at one of the Association meetings held under the auspices of the New York State Council at the time of the eastern regional conference of the National Conference of Social Work, reported on in this issue.

What is social work? The Committee on the Organziation and Planning of the Social Services in the War and Post War Periods [1] believes it is the profession's most urgent need to re-define and re-think social work, as case work was re-defined at the time of the Milford Conference. Our conviction grew as we surveyed the position of social work in the nation today. It appeared that the foresight and imagination of the entire profession is being challenged to produce service and to meet needs in new ways. Everywhere people are making demands for a specialized service but not always recognizing that what is being demanded is social work.

At the present time, for instance, social work skill and service are being drawn into use, but are called by other names, such as counseling or personnel work. Positions have developed which demand a large amount of social work proficiency, yet are not manned by social workers. There are organizations providing social services which require only a small social work component and there are services which are not primarily social services yet which clearly call for social work skill as an aid to their effective functioning.

We saw, in our brief survey, that there is a big difference between what the public regards as social work and what the social workers recognize as social work. Not only is there a difference in the needs seen by the general public and those seen by social workers, but a wide difference exists in the range of needs seen. Someone said in the committee that it is hard to get the public to think of social work in terms of production because the public has always thought of social work in terms of starvation. In general, the public associates social work with a traditional type of agency structure and institution and does not expect to find it elsewhere. When it is encountered in unfamiliar places, the public is surprised and often alarmed. Furthermore, the public's association with the people served is also definitely with the underprivileged, the disadvantaged, the pathological, although the last war proved conclusively that this was a partial and not inevitable association.

The general public is not only limited in its conception of social work service; it has little conception that there is a valid practice. Social workers see this practice as of an essential nature, a tool of democracy, a means of preventing unhealthy social situations and controlling others already existing. Now if we, the social work profession, are to go out and say to the new organizations whose demand is for such a service and practice "That's our baby," to quote one committee member's phrase, we've got to be able to prove it. If we cannot name the baby or recognize it in its new clothing or demonstrate that we know how to take care of it, it just isn't our baby.

The committee saw in these situations the reasons why we need a newer definition of social work. We say that various elements should be included. It appeared to me that the definition would be less confusing if it were described under two aspects: (1) service, (2) practice. The profession, for the most part, has concentrated on defining the practice aspect of social work and has somewhat neglected clarifying the service aspect. Questions that need to be considered are: What is the end and goal of this service? If it is for the public and individual good, what is the "good?" What values are implied as coming first and taking precedence over others? From what philosophy of social work do these values

[1] See Progress Report of this Committee in this issue.

stem? To what concept of man and his needs is this service directed?

We tried our strength on such a definition. To use Grace Coyle's description of what was thought of our own efforts, "They tasted like dry crackers in the mouth," and they meant little except to the people who had thought them up. The meaning back of the definition was elusive. What we wanted it to answer were the questions, "What are the skills and values of social work that are useful in any time of stress?" "What is the essence of the job being done in a new setting?" "What is its essence dissociated from any one function?"

We decided to go ahead assuming that we knew what social work was, that it had been defined many times by very brainy people and that the definitions did not help us much in our present enterprises. We thought we could come to a new conception of social work by exploring its far reaches and by digging in deeper as well. We would see what we were actually contributing in new situations, or in new ways in old agencies, and how we were making the contributions. Then we could get at what we called the "nub" or essence, which could be of use in any crisis.

Thus, the committee's undertaking is to explore the new frontiers of social work and the present unmet needs. To accomplish this work, individual practitioners as well as chapters will lead the way as always. They have at hand the testing ground for the practice in new settings. They are the ones who begin to push forward the frontiers of the service before any professional formulation is made. The formulations come after their reported experience and, hence, we have a living definition.

The committee was interested in experiments being tried by individual practitioners to fit their skill into new situations. For example, when a social worker is called upon today for a change in positions, he has to face certain practical questions before he can give his services. His questions are not just peculiar to him but belong to the entire profession. They are questions of the best possible use of manpower. If his position is in an unfamiliar type of organization, he has to decide how much of what he will be required to do is social work, how much something else and where it will lead him. If it is in a traditional service, he has to see whether the institution has shifted its role to meet needs in a new economy and whether personnel has been released to function within the agency itself in a new way.

He has to assess the contribution he, with his particular equipment, can make and what new equipment must be added, if any. He is also interested in knowing if the auspices with which he will be affiliated will permit an unhampered use of his skill. For example, a certain military authority employs civilian workers whose function as counselors is chiefly to help adjust differences and keep the employees and bosses satisfied. This appears to be fundamentally social work—to establish equity, meet needs, and relieve tensions. But if a worker enters into this kind of employment, will he be free to act in the interests of the public and individual good and will he be able to proceed under his assumed and understood code of ethics? How much participation may be permitted the person served, and how much freedom of choice to use the service?

Once the service is recognized and established in the organization, he has to determine whether the practice can also be moved forward. There may be other places of usefulness for it—will the management see it? Will it recognize the difference between a skilled and an unskilled job? Will it try to use the social worker in other areas than those of his competence, or use others in places where full professional equipment is required? Are there dangers and handicaps in the work for his practice? His recorded thinking would be valuable first-hand material for the committee.

After practitioners all over the country have recorded their experiences on the new frontiers, the profession and the professional membership organization will then have the task of coming to grips with the fundamental problem questions and answering them authoritatively. We clearly have to distinguish between social work and the social services. The latter include a wide variety of activities in education, industry, labor, public health, recreation, social insurance, and other fields. In many of the social services, social work may be useful in only a limited way. For instance, processing a claim in old age and survivors' insurance may require only a small component of social work skill.

Our vital questions here are: (1) *What is our professional concern with the social services?* What are the implications for profes-

sional practice within the services? Are we in there to see that there is as much utilization of the social work skill as possible? Are we in there to see that as many positions are filled with fully qualified social workers as possible? Or, are we in there to help see that needs are met by service and to move out after we have taught or demonstrated the elements involved? Is our concern to see what skill is demanded and how we can impart the essential component? Is our concern to see that there is a nucleus of fully qualified professionally skilled persons available for consultation?

There are those who believe that the profession should concern itself only with furthering the use of the practice. There are those who believe that the profession should be concerned only with rendering service to human beings. This latter group loses sight of that which the profession alone can contribute in the situation. The former group reduces social workers to the status of technicians without professional outlook.

(2) *Is social work skill involved in any area in which we deal with people?* To answer this question involves "keeping one's eye on the ball." The "ball" is now the essence of practice, appearing in new places and under new names, such as "counseling."

(3) *Where should only the highly skilled worker be used?* The answers to this question will come out of our present experience on the frontiers.

(4) *How does social work get itself used once it recognizes a spot where its services are clearly in demand but not recognized?* Must we rely on rumor or publicity to arrive at the spot? Are there better ways than we have previously found to secure understanding of the practice and acceptance of the essential nature of the variety of services in which social work is involved? Can we not help the public, of which we are a part, to accept the fact that in the social services there is a need for those who are technically proficient just as there is a need for technically skilled doctors or lawyers? How is it possible to free our profession for a full exercise of its function unhampered by an association in the public mind with only certain kinds of needs and with particular types of institutions?

(5) The influx of volunteers and paid aides into the social services is a hopeful sign, for these people become informed citizens who can understand both social service and social work. They have never been more welcomed or needed. *Can we define in simple terms the difference between the volunteer without full professional preparation, the "aide" paid worker without full professional preparation, and the social worker?* Can we keep from calling them all "social workers?" All three are valuable national commodities at this time. All should be doing productive and satisfying work. All should have a clearly defined status. The profession itself has been responsible for confusion of terms and some inappropriate assignment of jobs.

(6) There are those asking how much social work is becoming a new enterprise, reaching out its tentacles into every type of activity, not to get jobs for social workers but to get service and skill used where they are needed. *How much does social work call for a new type of organization since clearly it is developing not as a private practice but as a practice always embodied in agencies?*

It is to the task of exploring these questions that the Association, its chapters and individual practitioners will address themselves within the next year. When the curtain rises again at another conference, perhaps the baby visible today will be more recognizable as our own. Perhaps we can learn to tell other people what social work is, in terms they can both understand and accept. Perhaps it will then become clear where social work must go and from what places it must withdraw.

If you haven't read the Report of the National Membership Committee to the National Board on the special study of membership standards and the Board's proposals for membership action through a mail vote, see the **March Compass, page 10,** and send to the national office for a copy of the full report, **price 25¢.**

PROGRESS REPORT OF THE COMMITTEE ON ORGANIZATION AND PLANNING OF SOCIAL SERVICES IN THE WAR AND POST WAR PERIODS

Aileen Kennedy Maccracken, Secretary to the Committee.

THE Committee on Organization and Planning of Social Services in the War and Post War Periods [1] is actively at work and is reporting herewith on its plans and method for carrying out its assignment, the objectives it hopes can be attained and the initial steps in its program which have now been taken, and about which chapters have already been informed through a bulletin issued on March 19. The committee has held another meeting since the report in the January COMPASS and both sessions were devoted largely to discussion of what is social work, what are some of the unmet needs in our wartime communities, new places where social work service is being employed, factors that hamper an extension in the use of social work service. Out of this discussion the committee was able to formulate the major question on which to focus study: How should social work organization and practice be adapted to meet the needs of the war and post war periods? This broad question breaks down into the following questions:

1. **How do shifting circumstances, such as war conditions, affect the practice of social work?**
2. **What should be the relation of social work to the various auspices under which social services are being rendered?**
3. **What are the unmet needs for which social work should be, but is not at present, available?**
4. **What are hampering factors which prevent social workers and social work from adequately meeting those needs? What assets are available now for the promotion and extension of social work?**
5. **What are the implications of our facts and findings for the profession of social work?**

The committee agreed upon the following plan to implement its assignment: First, efforts would be made to assist the chapters and the membership to conduct discussion, study and inquiry on the questions the committee had identified as most important within its assignment. Second, the committee plans to publish at intervals during the year, probably in connection with THE COMPASS, various articles on such subjects as new demands for social work in war time, the personnel situation in social work, community planning under the stress of war, the extension of federal social services, the contribution of social work to the administration of relief and rehabilitation abroad. Bibliographies, reprints, and bulletins from the committee will be the kinds of supplementary material we hope to make available for use by chapters and members. Third, it is hoped that through focusing their study and discussion on social work in the war, chapters will find some helpful directions leading to progress in the practice and organization of social work in their own communities. The committee will need to depend on chapters to share their information, findings and conclusions. What is happening locally in social work can come most clearly and directly from the membership which is at the "front line" as well as at the "new frontier" of social work. On the basis of the chapters' contributions, articles and bulletins will be prepared and distributed to the membership. Thus we may succeed in establishing an active interchange between the membership and the national organization. The committee will continue its discussions with the help of the chapters' reports, and hopes there will emerge not only direction and focus for the whole profession of social work, but a national policy and program which covers the issues and problems growing out of the war.

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[1] Members of this committee are: Mrs. Helen Brunot, Washington, D. C.; Ewan Clague, Washington, D. C.; Lester Granger, New York City; Donald Howard, New York City; Dorothy C. Kahn, New York City; Peter Kasius, New York City; Anna King, New York City; Kenneth L. M. Pray, Philadelphia. Grace L. Coyle, President, is serving as chairman. The services of Mrs. Aileen Kennedy Maccracken have been secured as secretary to the committee. The committee is centered in the New York area, in line with National Board policy to localize committees to permit of meetings being as frequent and inexpensive as possible.

Chapters have already received the committee's first memorandum which includes material on the committee's discussions of "New Demands for the Social Services," "New Applications of Social Work," and "Some of the Hampering Factors." The memorandum contains an outline suggestive of the information that could be obtained by chapters and that would be helpful in centering attention in the practice and organization of social services under the new and rapidly shifting conditions brought out by the war. The suggestions for chapter study include such topics as "New Social Services in the Community," "Recent Expansion and Extension of Previously Established Services," "Curtailment or Withdrawal of Social Work Services," "Areas Where Social Work Services Are Needed and Non-existent," "Evidence of the Unavailability of Personnel." The memorandum also contains a limited bibliography on "Social Work in the War" which was selected from easily available sources. Additional copies of this memorandum are available upon request to the national office.

The Association held a meeting on the organization and planning of social services in the war and post war periods on March 9, 1943, at the Eastern Regional meeting of the National Conference of Social Work in New York City, which is reported on page 18 of this issue. The article by Anna E. King on "The Substance of Social Work?" given at this meeting is printed in full on page 9. This paper was an outgrowth of the committee's discussions and should be considered as working material because it raises questions that are basic in approaching the subject of the organization and planning of social work.

This is only a brief description of the committee's plans and objectives. We welcome your suggestions and recommendations. While we cannot engage in research of "governmental stature," we hope that with the help of the chapters the committee may be able to make some contribution to the future development of social work.

Screening of Selective Service Registrants

By **Allan Stone**, Research Director, Amherst H. Wilder Charity, St. Paul, Minn.

OUR profession is continually confronted with new needs for social work services created by a nation at war. The Committee on Organization and Planning of Social Services in the War and Post War Periods has identified and listed in the recent bulletin sent to chapters a number of the new settings into which social work is reaching and the phenomenon itself is discussed in two articles in this issue. Probably the first new war-related need recognized by social workers was for service to draft boards. Even before the war the Association sought to find ways in which social work could make its contribution to this new defense effort. It has not been simple, however, to organize social work services into the selective service machinery. **Mr. Allan Stone**, *Research Director of Amherst H. Wilder Charity, St. Paul, Minnesota, and chairman of a screening program for St. Paul and the surrounding rural areas, has written of the way in which one community has been able to organize its social service resources into the selective service procedures. This paper is based on material presented at a meeting of the Twin City Chapter. The author hopes it will be of use to those interested in extending a screening program to other areas of the country.*

The lack of available social histories and the very limited amount of time which the examining psychiatrist has at his disposal have resulted in the induction into the armed forces of many thousands of men who are suffering from psychiatric disabilities of one kind or another. It has been established that the psychiatrists at the Induction Stations throughout the nation have been very seriously handicapped by this lack of necessary background information and by the pressure of processing large numbers of inductees.

In the short space of time allotted for the psychiatric examination of the Selective Service registrant it has often been impossible to determine with complete accuracy the existence of psychiatric disabilities—disabilities which may come to the fore after induction. How many men with epilepsy, syphilis of the central nervous system, low mentalities, emotional instability, psychoses or neuroses have been passed by the induction boards is impossible to determine with any degree of accuracy. It is safe to say that the figure is large.

While it is true that many men with such disabilities may be able to adjust satisfactorily to civilian life, the problems put before them by their entrance and service in the armed forces may cause an intensification of the disability, or a complete breakdown. Our experience has clearly indicated that in many instances inductees with a history of a psychiatric disability have broken completely in army life. These same men, it was found, were often making fairly satisfactory adjustments to civilian life prior to their induction. They were able to get along at home and on the job where the stresses were not too great. The transition from civilian to army life, the regimentation and the fear of combat duty were factors which led to their complete breakdown. In some instances they inflicted bodily harm on themselves and on fellow soldiers and civilians with whom they had come into contact. On occasions they were even called "one-man crime waves." The result is that many of these men now require institutionalization, while the remainder have had their chances for a recovery seriously handicapped. The damage done to the individual is immeasurable, and the army gains nothing from his service. It is estimated that it costs $30,000 to $50,000 per man to care for those who have suffered mental breakdowns of an acute nature while members of the armed forces. It is clear, therefore, that from a social and a financial standpoint, adequate psychiatric screening of such men prior to their actual induction is tremendously more economical to the services and to the community than the care necessary after the breakdown occurs.

Communities throughout the country are now beginning to receive home in ever increasing numbers men discharged from the armed forces because of mental breakdowns. Social agencies in the community have known many of these men and their families and have been acquainted with the past history of existing disabilities.

If the examining psychiatrists at the Induction Stations were supplied with data bearing on the case history and the psychiatric disabilities occurring in the registrant or his family, their ability to make a closer check of the fitness of the registrant for service with the armed forces would be greatly enhanced. An important phase of this selection is the securing of social data bearing on the registrant and his family. Authorization for the use of these data is found in the Selective Service regulations, but there is no provision for personnel to carry out such a program.

Here, then, is a program which social work agencies, both public and private, can easily organize and put into operation. Furnishing the armed forces with such pertinent data as the agencies may have in their possession is a direct and tangible contribution that social work as a whole can make to the war effort. There is a growing interest in this kind of program in several parts of the country and it is already under way and proving to be of definite value in a number of areas.

One such area is St. Paul, Minnesota, and the surrounding rural area of Ramsey County. The program for furnishing data relative to psychiatric disabilities of Selective Service registrants has been established here with the approval and cooperation of the State Selective Service Headquarters and the Minnesota Division of Social Welfare. The medical officers of the Fort Snelling Induction Station are making full use of the case summaries being furnished them. The program is officially a part of the St. Paul Council of Social Agencies. An executive committee, composed of psychiatrists, welfare administrators, and case workers is responsible for the general policies and operations of the program, while the case work committee is responsible for the review of case histories and the preparation of case summaries for the Induction Station. This latter committee is composed of psychiatric social workers, case workers, and psychologists drawn from the case work agencies in the communities. The psychologists render valuable aid in the proper interpretation of test scores. The screening program operates as follows:

1. The Minnesota Selective Service Headquarters has ordered the twelve local boards in St. Paul and Ramsey County to furnish the screening committee with identifying information on each registrant in Class 1-A. This information is prepared on standard cards and is sufficiently complete to permit the proper identification of the registrant. These identification cards are prepared by the local boards from four to eight weeks prior to the induction of the registrants.

2. The cards are then submitted to the Central Registration Bureau of the County Welfare Board, a social service exchange for all health and welfare agencies in this area. Registrations are also available here for commitments of local residents to state hospitals and correctional institutions. The bureau clears the registrant's card against its master files and notes all registrations on the Selective Service registrant and his family on the reverse side of the identification card. Ex-

perience with the screening program during its operation has revealed that the Central Registration Bureau has registrations on 66 per cent of the families in St. Paul and Ramsey County. While the reasons for these registrations have not been analyzed, it is probable that the depression of the thirties has been one of the major factors contributing to the reasons families were known to social agencies in the community.

3. The Case Work Committee has prepared a standardized social agency report form which is then sent to selected family and children's agencies, guidance clinics, and health and welfare agencies which know the registrant or his family. The report forms, one or more of which may be sent out for each Selective Service registrant, are completed by the case workers in the several selected agencies. Major headings of information called for by the report form are: psychological reports, history of neuropsychiatric disabilities, health history, police and court record, personality traits, school history, employment history and heredity. The agencies have been requested to return the reports to the Case Work Committee within a period of three days in order that continuity and coordination with the induction program can be maintained.

4. The Case Work Committee then reviews all report forms and where it determines that sufficient data are available relative to psychiatric disabilities of the registrant and his family, a brief case summary is prepared, outlining the available and verified information. These case summaries follow the general pattern of the social agency report form. The summaries are placed in plain envelopes marked "Confidential—For the use only of the Neuropsychiatric Department, Army Induction Station" and are sent to the local board for transmittal to the Induction Station at the time the registrant is inducted.

Proper steps have been taken to insure that the information contained in the summaries is kept confidential. The summaries do not become an official part of the registrant's file but are retained at the Induction Station. The confidential nature of the material has been respected by all persons and officials involved in the screening program.

The Selective Service Screening Program went into operation in St. Paul and Ramsey County on January 1, 1943, and has met with an enthusiastic response from both the health and welfare agencies in the community and the army medical officers responsible for this phase of the induction process. Plans are now under way to extend the program to other areas of Minnesota.

In conclusion, men with psychiatric disabilities have been accepted for military duty. This is due to the fact that the examining psychiatrists have had little or no information relative to the case history of the inductee and that a very limited amount of time is available for these examinations. Such Selective Service registrants often adjust satisfactorily to civilian life, but suffer serious breakdown after induction. The health and welfare agencies in some areas have worked out a program for furnishing case summaries relative to registrants with possible psychiatric disabilities. This screening program is a valuable aid to the induction process. The successful operation of this program and the subsequent screening out of those men with such diabilities can save many of them from suffering complete mental breakdown.

AASW MEETINGS IN ST. LOUIS

Final plans for Association meetings during the St. Louis Conference of the NCSW are:

Tuesday, April 13, 4 to 5:30 P.M.

Discussions of the current personnel situation in social work, problems about recruitment for training, questions about the content of professional education and other educational aspects of the war situation.

Thursday, April 15, 4 to 5:30 P.M.

Discussion of the special study of membership standards and the National Board's proposals for membership action by mail vote. Miss Lucia Clow, Chairman of National Membership Committee will be present to assist in the discussion.

Both meetings have been arranged by Mrs. Rosebud Savage of Oklahoma with the assistance of a program committee, of which Mrs. Irene Farnham Conrad of Houston is the chairman, and the St. Louis Chapter. Notice of the meetings has been sent to all chapters in the region of St. Louis.

THE MASS DISMISSALS IN THE PHILADELPHIA DEPARTMENT OF PUBLIC WELFARE

Report by the Committee on Government and Social Work of the Philadelphia Chapter.[1]

TO THE entire field of social work the Philadelphia dismissals have been a story of deep concern since they occurred in 1941. The story is not over, for while this is the final report of the Philadelphia Chapter's committee, the report itself identifies serious and vital implications for the future. The committee report given here was approved by the chapter Executive Committee and was discussed at an open meeting of the chapter. Copies of this report have been sent by the chapter to the State Director of Public Assistance and to the Executive Director of the State Civil Service Commission as well as to members of the Citizens Committee which first acted at the instance of the chapter in requesting the Board of Public Assistance to give some attention to the public criticism developing around the dismissals. Other information about the chapter's activity was given in the January 1942 issue of THE COMPASS. *Chapters and members throughout the country have been actively interested in and supporting of the Philadelphia Chapter's efforts. It is hoped that this report will serve to sharpen the issues which are this Association's responsibility and thus help the professional organization to be alert to further threats to the essential safeguards of sound personnel and employment practices.*

I

Foreword

The summary dismissal of 50 employees of the Department of Public Assistance of Philadelphia, in October and November, 1941, was immediately and generally recognized as a matter of public concern. The fact that 14 of these employees have since been reinstated is a significant commentary on questions which were raised at the time, not only with respect to the validity of the charges, but also the administrative and personnel practices of the Department.

It is the privilege of American citizens to question their agencies of government on such matters as this in which the public interest is involved. They have a right to expect that those responsible for the administration of a public office will give heed to any questions or considered criticisms submitted in a responsible manner. Moreover, social workers have a special interest in the work of this particular department of government. It operates in what is broadly described as the field of social welfare, its activities affect the lives of thousands of families in Philadelphia and social workers are particularly concerned that these activities should be carried on in conformity with accepted standards, in a manner that will best serve the interests of the client and with due regard to the professional careers and civil rights of the employees.

The members of the Philadelphia Chapter of the American Association of Social Workers, therefore, had a two-fold interest in the circumstances attached to these mass dismissals. They were interested not only in their professional capacity as social workers, but equally as citizens and taxpayers. This report is an attempt to review the various circumstances in the case, and to make an impartial appraisal of their significance. It is a matter of regret to the Committee on Government and Social Work that in the preparation of this report it has been impossible to secure either the cooperation or constructive criticism of members of the Department of Public Assistance, although such was both desired and sought.

It should be recorded that the comments which follow have no bearing on the work of the present executive and administrative staff, who were not in charge when the mass dismissals took place. Nor should the report be construed as a criticism of the present program of public assistance in Pennsylvania, which we believe to be a good one and because it is a good one we hope it will be satisfactorily administered.

[1] Members of the committee: Leon T. Stern, chairman; Ida Bellett, Fern Colborn, John B. Dawson, Kathryn Ellis, Mary Swart, Curtis A. Williams.

II

Memorandum Submitted to the Board of the Department of Public Assistance by the Local Chapter AASW and a Citizens' Group—March, 1941

The Philadelphia Chapter prepared a memorandum for presentation to the Board of the D.P.A. almost two years ago. The letter of transmittal accompanying the memorandum was sent to the D.P.A. Board on March 31, 1941, signed by the heads of five civic agencies: Earl G. Harrison, Public Charities Association; Miss Helen Harbison, Women's University Club; Mrs. Clinton Herman, League of Women Voters; Karl Scholz, Philadelphia Committee on Public Affairs; and Walter M. Phillips, City Policy Committee.

The statement prepared by the chapter was called "Memorandum on Maladministration in the Philadelphia County D.P.A." It made representations that:

> "Administration of public assistance in Philadelphia has steadily deteriorated in the last two years and has reached a level where complete change of leadership is urgently required. It has not only lost all semblance of public *social* service, dedicated to the prompt and considerate assistance of eligible individuals and families in need; it has been equally guilty of bad business management, administrative chaos and staff demoralization."

Nine specific examples of what was deemed maladministration were reported. These included: personal favoritism in assignments, promotion, demotion, salary increases; costly and bungling experimentation in alleged "economy"; sudden installation and almost immediate abandonment of elaborate efficiency equipment; interference with work of departmental executives and the setting up of an espionage system; the creation of numerous and conflicting units of service; use of new and "green" staff members to work out simplified procedures which were almost immediately cast aside as ineffective; a contradictory policy of evaluating quality of work done by the staff and a capricious switching around of supervisors responsible for such evaluations with consequent undermining of staff morale; blind emphasis on quantitative case load, with neglect of needed investigation and discriminating and responsible handling of cases.

The memorandum made the point that reliable reports indicate that,

> "Competent and experienced employees have been driven from the service and have been replaced in many instances by inexperienced and unqualified persons."

It cited the fact that 17 outstanding supervisors of the Department of Public Assistance had resigned in the 18-month period, from May, 1940 to October, 1941, largely because of dissatisfaction with the personnel and administrative practices.

It was the thought of the chapter and the group of citizens transmitting the memorandum, that charges involving or related to specific individuals were neither desirable nor necessary. The concern was not with individuals as such, but with the functioning of the Department as a whole. On that point, the questions raised were specific and they were advanced by a responsible group of citizens well known for their able and disinterested service in public affairs.

The D.P.A. chose to demand specific charges, "a bill of particulars" in advance of any conference. It refused to discuss general policies and administrative practices. It would appear that the Board of the D.P.A. considered its administrative and personnel practices were not a matter of public concern subject to the questioning or criticism of any civic or professional group.

III

The Mass Dismissals of October 2, and November 1, 1941

Number Affected

The mass dismissals took place in the fall of 1941. In October, 1941, 36 employees were "fired" in a group. In November, 14 were dismissed in the same way.

Method of Dismissal

The workers received the regular ten-day notice to make reply and to appeal, but the notice was sent out in such a way that some of those who wished to appeal had only four or five days to prepare their replies.

Public Comment

Detailed newspaper stories appeared on the eve of the dismissals. The 36 employees were branded as "Reds" in the press. The statement that they were charged with subversive activities was freely used, an accusation of a grave crime carrying with it serious stigma in these times and affecting the worker's ability to get a job or to follow a career of public service.

(Continued on page 35)

AASW DISCUSSIONS DURING NEW YORK REGIONAL MEETING OF NATIONAL CONFERENCE OF SOCIAL WORK

AS NOTED in the March COMPASS, the AASW held two meetings during the New York Regional Conference of the National Conference, March 8th to 12th. They were sponsored and arranged by the New York State Council, of which Miss Lulu Scott is chairman, and the New York City Chapter assisted actively with plans.

At the first meeting issues in the organization and planning of the social services in the war and post war periods were discussed. The second meeting was devoted to consideration of the special study of membership standards and the conclusions reached by the National Membership Committee and the National Board. Both subjects are of great current importance in relation to Association program as a whole and the mail vote which will take place in June, and reports of these discussions are therefore given below in some detail.

THE ORGANIZATION AND PLANNING OF SOCIAL SERVICES

At the meeting on the organization and planning of social services on Tuesday, March 9, four members of the national committee which is working on this subject took responsibility for presenting the material. Mrs. Helen Hardy Brunot, who acted as discussion leader, briefly outlined the work of the committee, emphasizing the three areas of its concern upon which the speakers were to dwell in some detail. These were: Those components of professional social work which remain constant regardless of changing situations; new ways and new settings in which social work is coming to be used as a result of the war; new needs which are not yet being met, and the factors both in the profession and in the present organization and structure of social work which constitute barriers to meeting new needs. Mrs. Brunot also made note of the fact that the speakers were presenting their own thinking, most of which had already been contributed to the committee, and were not reporting from the committee. There were about 250 people at this meeting and the open discussion which followed the presentation demonstrated the deep interest of the profession on the subject of social work in a war era.

Miss Anna King, Dean of the School of Social Service, Fordham University, was the first speaker. She focused attention on fundamental questions for which answers must be found since they underlie any attempt to analyze and solve the problems of social work in this war era. The chief job is that of identifying the basic components of professional social work upon which all principles and practices are built and which must serve as a guide for the adaptations and adjustments that are now necessary. Miss King's paper is reproduced in full elsewhere in this issue.

Mr. Donald S. Howard, Assistant Director, Charity Organization Department, Russell Sage Foundation, and a former chairman of the Committee on Government and Social Work, spoke on what is happening to social work and the social services in the war. He said the social services have come to refer to broad programs of aid and are no longer confined to specific social work jobs. Some of the new social services include assistance to families of enemy aliens, aid in enemy action, allotments to soldiers' families which are based on the size of the family rather than on the amount of work done, which thus introduces a social service element into the family allowance program. Though only a certain part of these and other such services may require the use of social workers, or only a small component of social work may be needed in doing all of a particular service, there are nevertheless professional principles which must be identified and safeguarded.

Mr. Howard went on to speak of the new ways and new places in which social work skills are beginning to be utilized, whether they are designated as such or are called by some other name. He pointed out that previously neglected needs are now receiving more attention. As case loads drop and pressures on agencies decrease, additional services become available. New needs develop as families move to other areas and as individuals

Watch for the Mail Vote on Study of Membership Standards—About June 1st

change from civilian to military life or go into war industry. In other instances, the same needs are being met through new media. Employers and industrial concerns are providing services that may have been afforded through home relief or WPA in the past. Counseling service for men in the armed forces and their families is available through the Red Cross. Volunteer social service programs are being developed with the draft boards as well as social planning for rejectees. Industrial and government concerns are utilizing interviewing skills in their placement and personnel departments. Public and private agencies are cooperating in the establishment of information centers where service is available to the public outside of an agency. The unions are also utilizing social work either within their own programs or through the establishment of a liaison between themselves and local social agencies. In these many ways social work is beginning to operate in new places and under different auspices. Mr. Howard suggested it would be well if the social workers operating in these new settings would write up their experiences. There are still many areas into which social work and the social services ought to reach, but it will require our concerted efforts to extend them there.

Miss Dorothy C. Kahn, Director of Family Service Department, National Refugee Service, was the third speaker and discussed the question of adapting social work to meet the new demands created by the war. She referred particularly to factors within the field of social work which hamper us in making the necessary adaptations and adjustments with greater facility and effectiveness. The difficulties are both internal and external, but many are creatures of the profession itself. They are frequently reflected, for instance, in the inflexibility of our traditional auspices. Social work practice is still not divorced from agency auspices and perhaps should not necessarily be. However, agencies often become "institutionalized" in their function and fail to become sensitive to the need for change. Social agencies are not ipso facto sound and good, nor should they cling to their traditionally defined functions. It is salutary to analyze the auspices under which agencies operate and to discover the elements that may be inimical to progress. In this connection Miss Kahn referred to the bases of financial support, the use of personnel, the functional limitations, self-perpetuating boards, the lack of control over boards, the insistence on the giving of a certain service regardless of developing community needs, all of which prevent us from achieving the flexibility required for meeting the new war needs in a satisfactory way. The profession, however, has set up certain methods of social control to offset the negative influence of "institutionalization," such as licensing, fund-raising control, limited trusts, auditing and coordinating machinery, but these need to be developed to a much greater extent.

Miss Kahn thought some of us are becoming professionally soft and lean too heavily on this institutionalization. Social workers have been timid in pointing out antisocial tendencies and in adapting organization to meet the needs of the day. Some of us have indulged in a luxurious martyrdom to organization and find refuge in the protection of institutionalization. Personnel policies and disciplines can well be studied in relation to the shortages which may arise from wasted effort, over-lapping services, poor recruiting, poor use of manpower and organizational chaos. The answer to the present social work manpower situation lies in the profession itself and we have a responsibility to solve it. In some respects the situation is similar to that of socialized versus private medical practice and perhaps all of us should think more about "socializing" social work.

THE STUDY OF MEMBERSHIP STANDARDS

The second meeting, on Wednesday, March 10th, was devoted to a discussion of the Report of the National Membership Committee on the special study of the Association's membership standards, the conclusions reached by the committee which were approved by the National Board, and the Board's proposals for action by the membership. It was hoped that this meeting and others which are being planned for the regional meetings of the National Conference of Social Work in St. Louis and Cleveland would afford an opportunity for direct discussion by Association members of the vitally important question of what the membership standards of the Association are to be. As announced in the March

COMPASS a vote by mail on the Board's proposals about membership will be held around June 1, 1943, since it was necessary to cancel the 1943 Delegate Conference.

Miss Scott, chairman of the New York State Council which arranged the meeting, chaired the session. She introduced Mrs. Catherine Manning, present chairman of the Rochester Chapter, Mr. Alden Bevier, a past president of the chapter, and Miss Claudia Wannamaker, member of the National Membership Committee and the National Board. Mrs. Manning traced the history of the Association's consideration of its membership standards and described the principles evolved by the National Membership Committee in the course of this study as to the nature and form of the requirements. These criteria[1] are based largely on previous decisions of the membership, recognition of professional education as the most reliable means of identifying professional knowledge and skill, the idea that the AASW is not a federation of independent specialties and therefore that its membership requirements must be built on a generic base.

Explanation was given about the four subcommittees which the National Membership Committee set up to study the applicability of the present membership requirements to practice in the fields of public welfare, group work, probation and parole, and community organization. Mrs. Manning reviewed the reports of the subcommittees on Public Welfare and Group Work; Mr. Bevier gave the highlights of the reports of the subcommittees on Probation and Parole, and Community Organization. All four subcommittees had concluded that professional education in a school of social work was necessary preparation for practice in the areas studied and all identified problems for further study by the Association in relation to practice and professional education. Two of the subcommittees, those on Group Work and Community Organization, had recommended, however, that for membership in the AASW there be time limited alternatives to professional education in a school of social work for persons practicing in those areas.

Miss Wannamaker summarized the National Membership Committee's conclusions, describing particularly how the committee had arrived at its belief, concurred in by the Board, that special provisions of any sort are unsound since the AASW is a general professional organization and its membership standard must be related to the purposes and needs of a general professional association. The national committee believed also that problems of ineligibility from fields or groups should be dealt with directly rather than through adaptation of the common base. The National Membership Committee had concluded also that any change in the present standards should be in the direction of raising them but that since the present war emergency was not an auspicious time to consider changes, the current standards be retained for the present.

This presentation was followed by general discussion which was opened by Mr. Bevier who expressed the opinion that the logic of the National Membership Committee's conclusion that membership standards should not be lowered, and should in fact develop in the direction of higher requirements, was inescapable although he recognized too that this might mean a numerically small Association rather than what many members apparently wanted—a national organization of social workers, more inclusive, which would derive its strength through numbers. Mr. Bevier described this difference by using the term "academic" as opposed to "pressure." Miss Wannamaker and Miss Faatz, chairman of the Subcommittee on Public Welfare, discussed this point further. The former noted that the present junior membership requirements were about as low as standards based on professional education could be: one semester or two quarters in a school of social work. Miss Wannamaker also brought out that this kind of differentiation can be misleading: many large and inclusive groups cannot take the kind of action referred to as "pressure" because of a membership with diversified interests and concerns which interfere with establishing common principles and policies to be promoted. Miss Faatz noted her belief that even if the membership requirements were raised to two years of graduate work in a school of social work that still would not make the AASW an academic group. There is confusion as to the meaning of an educational standard for membership requirements: it is not an academic requirement but a *professional* requirement. She pointed out that the Subcommittee on Public Welfare had accepted the purposes of the Association as stated in the bylaws and had begun its work at the point of asking how competence could be measured and whether there was any way of measuring it except through an educational standard which has always been used for measuring competence. It had concluded

[1] Given in full in the Summary Report on the Membership Study, page 11 of the March COMPASS.

that professional education was the only reliable standard.

A member of the New Jersey Chapter, speaking as an individual and not as a chapter representative, stated that with few exceptions all members of the chapter who participated in discussions on the National Membership Committee's report had disagreed with the conclusions. One of the main objections to the report was disagreement about what the Association was for. They felt the Association membership represented such a small proportion of practicing social workers that it could not be as effective in the local community as it could be with a larger membership. Members of the chapter were horrified at the idea that the standards might be raised. This member was asked if the chapter had any concrete solution to offer to this problem of inclusiveness and the member stated that one suggestion was the strengthening of state chapters and a consequent weakening of the national "chapter," including a shift from national to chapter determination of admissions, based on such requirements as each chapter, state or region might establish. The national could set up certain minimum standards but local chapters would have autonomy in the final admission process. So many chapters are so poor and so ineffective that members in New Jersey felt freedom to handle membership requirements on a local basis would be one answer to increased resources and effectiveness. Another member of the New Jersey Chapter said this would mean less money for the national and more for the chapters. It was not known whether this suggestion had the formal endorsement of the chapter.

Surprise at this point of view was expressed by a member of the New York City Chapter who considered that the struggles we have gone through in the past few years seem to have been forgotten and that we have not yet organized ourselves at the national or chapter level to clear up the misunderstandings of the past and so be free to play a more effective part in the community. He saw no reason why the present membership requirements militated against the full use of the capacities and powers that lie within the Association.

A member of the Washington, D. C., Chapter said it was significant that the two subcommittees not recommending changes in the requirements, those on Public Welfare, and Probation and Parole, had their basic skills in case work, and the subcommittees which recommended changes did not. Yet the AASW speaks for social work. It includes group work but makes it difficult for group workers to be admitted. The National Membership Committee seems to assume that all sections of social work are developing at equal pace. This member brought up that when the present requirements were adopted in 1929, a blanketing-in period had been allowed for case workers to join the Association who did not have the new qualifications called for and that the present group work proposal was a somewhat similar proposal for a newer field. In response to this Miss Wannamaker pointed out that the blanketing-in period between adoption of the present requirements in 1929 and putting them into effect for full membership in 1933 had been for purposes of giving opportunities to all social workers, whatever the field, to join the AASW, and that from 1929 to 1933 a good many members were admitted from fields other than case work. The requirements have never been geared to one field. The effort has been continuously to maintain their generic nature. She noted also that the National Membership Committee fully recognized the inadequacies of professional education but considered these to be problems to be dealt with directly rather than through constantly shifting and adapting the membership standards, a method that would only lead to confusion and, more particularly, seriously affect the values and purposes of the basic requirements. Miss Mary Rittenhouse, a member of the National Board, said that when she had first read the report of the National Membership Committee she had felt a good deal of sympathy with the point of view expressed in the subcommittee reports on the excluded groups. She had the impression that no one in the group work or community organization field could get into the Association under the regular requirements. She had therefore been interested in the figures quoted by the National Membership Committee on admissions from these two fields in the past seven years: 221 from group work and 101 from community organization. Admittedly the proposals for alternatives for group work and community organization would be used by only a few people and she believed the wiser course would be to take hold of the problems noted by the National Membership Committee and see how we can work on them with other groups,

such as the American Association for the Study of Group Work. This was mentioned as the meaning of the plan of the National Membership Committee in stating that there should be a direct method of attack on the problems rather than an indirect approach through a temporary adjustment of basic membership requirements which at best would be only a partial meeting of the problems and wholly inadequate as a solution. A temporary adjustment would tend to postpone solving the fundamental problems.

A member of the Syracuse Chapter expressed the opinion that arguments at first seemed to center around lowering and raising the membership standards but that really the basic argument has to do with measuring qualifications for practice. Measurement now is primarily in terms of what the schools of social work offer. She felt the whole problem should be worked on further and that the examination idea merited further consideration. Miss Wannamaker agreed that the National Membership Committee did not think the last word had been said on the matter of the Association's membership requirements and, in fact, there never should be an end to this part of our program. Certain areas of inquiry have been unearthed, especially by the subcommittees, which should be further explored, and the committee so recommends in its report. She emphasized the fact that the National Membership Committee had not approached this special study with any preconceived ideas. It had thought long and hard about ways of measuring competence and concluded there could be no sound way of doing so in terms of differing standards for different fields. In this connection Miss Wannamaker mentioned her own experience as a chairman of a chapter membership committee and the extreme difficulty of applying exceptions to individual applications. This in the end is the final test of whether membership requirements can be equitably and democratically administered. It is always the "borderline" case which does not quite meet the requirements which becomes troublesome as to explanations both to the applicant and to the community, and if such instances are difficult to handle under the present membership standards, it is hard to see how the situation could be improved by having several sets of requirements to be administered locally and nationally. In the abstract, all members of the Association, she felt, would agree that there should be membership standards but that when it came down to individuals who are doing a good job but who do not quite meet even the very low requirements for junior membership in the AASW, a member finds it difficult to reconcile himself to the rigidity of standards which keep that person out of membership, and becomes bothered by what then appears as "exclusiveness."

Members present were interested in continuing the discussion but it was necessary to close the meeting because of the conference schedule.

A summary of the National Membership Committee's report, including comments on the four subcommittee reports, the National Membership Committee's general conclusions and the National Board's proposals for membership action appear in the March issue of THE COMPASS. Members who missed the March issue and wish a copy for purposes of studying background material preparatory to the mail vote on membership issues may secure a copy free of charge by writing to the national office. The full reports of the subcommittees referred to above are available on request from the national office of the Association. The complete report of the National Membership Committee is also available at 25 cents a copy.

Ballots for the annual election of officers will be mailed on or about **May 20.** Members are urged to keep the national office informed of changes of address since ballots are mailed third class and are not forwarded by the post office. **Allow two weeks notice to the national office.**

When There Are Not Enough Workers for Jobs

By **Elizabeth H. Ross,** Secretary of the War Service Office of the American Association of Psychiatric Social Workers.

MRS. ROSS' description of the need for more trained psychiatric social work personnel and some of the ways the AAPSW is attempting to meet this difficulty offers useful suggestions for the profession as a whole.

A war seems to give just about the size of shock some of us need to heighten our awareness of who we are, what we value, where we are headed. Despite an appreciable history of trending in certain directions, only the war has made it possible for the American Association of Psychiatric Social Workers to come to terms with its own mildly conflicting aspirations, its slight case of nearsightedness.

Through an informal incomplete survey, during December, 1942, we learned that there were between 800 and 1,000 psychiatric social work jobs open. The jobs were in state, county and city mental hospitals; in psychiatric sections of general hospitals; in mental hygiene organizations; in the neuropsychiatric services of the Veterans Administration; in child guidance clinics; and in the domestic and foreign military and naval hospital services of the American Red Cross. Another study of our membership, more accurate and detailed, gave current job information for the same month for about 70 per cent of our 600 men and women members. We learned that a little less than half of those reporting were employed in the types of agency mentioned above. Unemployment accounted for only 8 per cent of the total, and fewer than half of those out of work were free to consider jobs. Only 1 per cent were in the Army. The other 38 per cent of members who replied were employed by family agencies, children's agencies, professional schools, protective services, public services and federal agencies.

Seventy per cent of the 418 members who supplied personnel data indicated some degree of availability to consider new positions.

The disparities between jobs open and known personnel seemed to make it imperative that the only national professional group of workers specially trained in this field should be prepared to speak with, for and of its members on the standard setting implications of such a state of affairs. We have taken this responsibility, even though it is probable that there may be at least 1,000 psychiatric social workers for whom we cannot speak.

More trained psychiatric social workers is an answer. Hence our active interest in working with the American Red Cross through an Advisory Committee in developing a program of immediate scholarships for people eligible for the second year of psychiatric social work training in the specialized curriculum of some of the recognized schools of social work; a plan we have backed, and would like to help further through whatever means we can muster. More social workers in training and more pre-professional interest in the vocation of social work is an answer. Hence our activity with like-minded peers in developing materials and plans for recruiting through the Wartime Committee on Personnel for the Social Services.[1] More governmental acknowlment of the preventive, supportive and remedial character of social services to the military forces, to industrial workers and to the big backlog of the rest of the civilian population, also holds an answer. So, inevitably we work with and through the Wartime Committee in trying to so state the case for the health and welfare services that professional social work may achieve official federal acknowledgment; and, hopefully, backing.

We believe, however, that all such moves are top drawer. A more basic answer for a professional organization is in terms of its own members, their capacity to serve, their readiness to give maximum service through

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[1] See THE COMPASS, March 1943, page 27.

the maximum use of their specialized training. Thus the war jolted the American Association of Psychiatric Social Workers out of the groove we have been sliding in and out of and we were able to declare at our March Annual Meeting that no longer need we confuse the worker and his job. We can say that once a psychiatric social worker, via acknowledged paths of training, always one. We are agreed that it is sound to add that psychiatric social work practice, until now also a slippery groove, "occurs in hospitals, clinics or under other psychiatric auspices, the essential purpose of which is to serve people with mental or emotional disturbances."

The membership went further and accepted as a principle for the consideration of any member at the point of changing jobs, a "Statement of War Essential Positions in Psychiatric Social Work." The list of six equally essential areas of service includes not only strictly psychiatric and mental hygiene settings, but such positions in schools of social work and in field work centers as would sustain present, or help on expanded educational programs. The list of essential jobs may need to be modified as the war progresses. Its use by members will and should vary, for it is a guide to be used voluntarily. It is based on a premise that partial waste of specialized training is incompatible with the demands for full use of all skilled manpower in a world at war. Too, the list of War Essential Activities presupposes that there is no need for us to wait for governmental direction, when it is so obvious that the skills of a specialized professional training are in specific demand. With the war stimulated clarity as to who, and what, we are, we can keep our professional focus on the human needs, in relation to psychiatry, for psychiatric social work services to mentally and emotionally disturbed people, children and adults; civilians or members of the armed forces.

As each of our members works out his spot of maximum wartime employment—perhaps the very process of selection may result in a speeding up of professional maturation—we foresee increased possibilities of extending the base of service, via a wider use of partially trained or untrained, paid or volunteer workers in many an agency. Toward that end we expect that the professionals available will not be spread thin. We hope that through job analysis, and fresh thinking about the traditional versus the wartime character of their jobs, trained psychiatric social workers will find new and deeper ways of extending help to the mentally disturbed. The recently trained worker will need some protection during the period in which he incorporates his training into responsible practice. But if as large and complex an organization as the Red Cross is able to provide carefully planned hospital situations staffed with skilled supervisors available to such workers, other agencies in other ways may be able to ensure the maximum use of professional capacity at any stage of experience.

Not all positions appropriate for trained and experienced psychiatric social workers will be filled by qualified personnel. Untouched fields for service will exist, and more may develop. We know there is no complete answer. But we look forward to the months, even to the years, ahead to see what can be accomplished through membership responsibility for serving our country through a heightened awareness of, and giving a deliberate direction to, the specialized nature of psychiatric social work training and fields of service.

Scholarships

Received too late for inclusion in the list printed in the January COMPASS:

Howard University, Washington, D. C., Division of Social Work.

SCHOLARSHIPS AND FELLOWSHIPS 1943–44

The Graduate School has available ten fellowships and twenty-two scholarships for graduate students who show an average grade of at least "B" during their last year of undergraduate work, or so much thereof that the Graduate Council deems necessary to determine the competence of the candidate. The fellowships have a maximum value of $300. The scholarships carry a maximum value of $150. No scholarship aid is designated solely for social work but applicants for enrollment in the Division of Social Work may apply for the Graduate School fellowships and get equal consideration with applicants in other fields. Applications will be acceptable up to *May 15, 1943*.

Notes About Chapters

The Executive Committee of the New York City Chapter recently conducted an inquiry among a small sampling of representative social agencies in New York City to obtain a picture of trends in social work personnel. Copies of the report are available from the New York Chapter office, 289 Fourth Avenue, New York City. Through this study it was learned that in 26 agencies, 211.5 social work staff members resigned during the six months period between July 1942 and January 1943. Of these, 59 per cent left the field of social work, 22 per cent took social work jobs elsewhere and 18 per cent remained in the field in New York City. At the time of the inquiry 23 per cent of the vacancies remained unfilled, while additional clerical and maintenance vacancies were further handicapping certain agencies. It was also found that seven agencies had lowered requirements for professional education for beginning workers, ten had employed workers without complete professional education, of which six had definite plans for permitting these workers to finish at school.

In order to hold workers, 16 agencies used various methods but mainly liberalized employment practices in general, or salary policies in particular. In only three agencies had there been a decrease in the amount of supervision available. Shortages had caused the load of individual workers to increase in almost half the number of agencies. None of the agencies seemed to have assigned volunteers to professional duties.

The conclusions of the inquiry point out that while New York City agencies are undoubtedly noticing the effect of the shortage of social work personnel, it is less serious than in some other communities. Furthermore, it may be expected that shortages will increase rather than decrease, though probably at a slower rate in New York City than elsewhere, since the presence of two schools of social work may serve as one factor in tempering the situation. However, increasing shortages in personnel other than professional, notably clerical, may require drastic changes in agency procedures.

The report also points out that the AASW 1940 resolution on Standards for Social Work Personnel (June-July 1940 COMPASS) is an important contribution to agencies which are beginning to think ahead about solving the shortage problem through replacing fully trained workers with less well prepared personnel.

On February 6 the *San Antonio Section* of the South Texas Chapter addressed a letter to its Senators and local Representatives in Congress, requesting the allocation of federal funds for a program of adult education. The letter points out that because of the liquidation of WPA, the local Board of Education has taken over the adult education classes, including citizenship classes for aliens, but charges a monthly fee which cannot be paid by all those desiring to participate, especially the aliens. It further states that because many jobs are open to citizens only, the aliens deprived of educational opportunities and thus not able to attain citizenship, will be deprived also of certain occupational opportunities. This in turn will cause the country to lose needed manpower.

The chapter avers its belief that Americanization of the alien population is a national problem and, since the nation as a whole benefits from this Americanization, the continuation of a project for adult education should be of national concern. It favors the administration of the program through the existing channels of national, state and local boards of education, with the allocation of federal funds under some such plan as the Federal Vocational Training programs, for those areas which need it.

The Membership Committee of the Toledo Chapter has compiled a handbook for chapter members "To serve as a guide for incoming officers, to acquaint new members with chapter policies, and to stimulate active participation in the advancement of professional social work."

The handbook includes brief information about the national organization and the Ohio State Council, and a fuller description of the history, purpose and structure of the chapter. Some of the information given about the chapter is: the names of chapter officers and their duties, a list of chapter committees and the responsibilities, the method of selecting chapter delegates to the delegate conference, the ethical principles governing the conduct of chapter members, and a list of chapter members and their addresses.

Fulfill your professional obligation—Participate in Mail Vote—About June 1st

The one year experiment of a "participating affiliation" in areas of mutual concern between the Northern California District of the American Association of Medical Social Workers and the San Francisco Chapter of AASW, (see COMPASS, January 1941) was continued for a second year and then terminated in 1942. The experiment grew out of a consideration of the need for strengthening the professional social work program and the desire to try out at the local level a coordination of the two groups. There was agreement that:

The areas of interest are mutual
The objectives are closely knit
Social workers are inter-dependent
There is need of strength and union at this time
Participation in overlapping organizations is difficult for individual members.

At the end of two years the AAMSW decided that the objectives had not been demonstrated and felt its best interests would be served by withdrawal to the former professional associations. After a study of the experiment the San Francisco Chapter felt the experiment did not accomplish the objectives sought but that the reasons for this were not inherent in the plan itself but lay in other factors, such as different geographic boundaries of the two groups, thereby producing some difference in local interest, differences in membership qualifications and the great disparity in numbers of members. It thinks there are values in the very failure of this particular experiment and is willing to communicate its experiences to those interested in similar projects. It recommends that the continued cooperation of the two groups be promoted and suggests way of doing this in California.

The Louisiana State Chapter's recruitment program "made the press" in February with a 400 word column in the Baton Rouge *Morning Advocate* entitled *Seek to Interest Young People in Social Work Field.* The paper reports a meeting of the State Chapter and mentions, among other things, the chapter's state-wide campaign to interest colleges and civic organizations in the need for trained social workers and in directing young people to the universities which offer education for social work. It refers to the chapter's report on the acute shortage of trained social workers in the state caused by the war effort and tells of the chapter's plans to work with high school students, clubs and other groups of young people who might be recruited for professional education.

Our two Louisiana chapters (New Orleans and Louisiana) have been keeping us informed of their many well developed plans for recruitment. They are considering the possibility of holding a joint meeting on this subject during the annual meeting of the Louisiana Chapter to be held this month at the time of the State Conference.

Important

Please keep in mind that this year there will be two votes by mail:

The ballots for the annual election of Officers, Board members and National Nominating Committee will be mailed **on or about May 20.**

The ballots for a mail vote on

The recommendations of the National Board on matters relating to the membership standards of the AASW,

and **on the same ballot**

Proposals for incorporation of the AASW in New York State will be mailed **on or about June 1.**

The ballots should be returned in separate envelopes which will be provided for each purpose. The dates for voting will overlap and members should therefore be careful to comply with all regulations about voting and returning ballots.

REPORT OF THE NATIONAL NOMINATING COMMITTEE, AASW

THE National Nominating Committee met in New York on February 26 and 27 to review chapter suggestions and to prepare a slate for the annual election of officers of the Association. Those attending the meeting were Miss Kathryn Goodwin, Washington, Chairman; Miss Wilma Walker, Chicago; Mrs. Rebecca Boyle, Cincinnati; Donald Howard, New York City; Miss Elizabeth Rice, New Haven; and C. William Chilman, Syracuse. Absent were Miss Louise Cuddy, Idaho; Dr. Hertha Krauss, Philadelphia; and Miss Charlotte Henry, Houston. Mr. Chilman was elected as Secretary of the Committee.

In proceeding with its task this year, the Committee first of all took cognizance of the fact that the majority of chapters making suggestions for nominations wished that the present officers be re-elected. This, as many expressed it, would make it possible for the job that had been begun to be carried on without interruption; in other words, that the one year they have already served is insufficient time for them to make their contribution.

In addition to the preparation of the election slate, the responsibility for appointing delegates from non-chapter territory is lodged with the Nominating Committee. The Committee considered some of the methods which might be followed in making such appointments, but since there will apparently not be a delegate conference during 1943, it was agreed that the appointment of delegates was more properly the function of next year's Nominating Committee.

There was unanimous agreement of the Committee on the slate of candidates which was drawn up and on the following suggestions and recommendations:

1. In the selection of nominees the Committee was governed by the criteria outlined in Item VII of the Association's operating policies and agreed that these criteria provide a sound basis for the selection of officers for the Association. It was agreed, also, however, that in selecting candidates from members who meet these criteria, it is necessary to consider, in addition, geographical location and field of activity if an equitable country-wide representation is to be achieved. For the office of Treasurer, proximity to the national office is believed essential in order to carry out the duties of that office.

2. The Committee agreed that as a working policy no member of the Nominating Committee be considered as a candidate for any Association office for which nominees were being selected. This policy is recommended to future Nominating Committees for consideration.

3. The time required for the present nominating process warrants further consideration by the Committee on Elections and subsequent Nominating Committees. In order to meet the time schedule recommended by the National Board, the following schedule had to be maintained by the Nominating Committee:

	1942
Memorandum to chapters regarding suggestions (Deadline date February 1, 1943)	Nov. 5
	1943
Reminder to chapters from which suggestions had not been received	Jan. 11
Deadline for receipt of chapter suggestions	Feb. 1
Period of preparation by national office of material from chapters for use by the Nominating Committee (sent to members in advance of meeting)	Feb. 1–26
Meeting of Nominating Committee	Feb. 26–27
Period for determining acceptance of candidates selected, action on any substitutions necessary and collection and preparation of biographical data for publication in THE COMPASS	Feb. 27–Mar 26

Since it is usually possible to have only one meeting of the Nominating Committee, much of the work has to be carried on by correspondence. A longer interval between the last date for receipt of chapter suggestions and the meeting of the Committee would be desirable, to make it possible for members who are unable to attend the meeting to make comments and suggestions. Without such an interval, the only alternative is to send absent mem-

bers the final slate and recommendations, which gives them little opportunity for real participation.

In order to submit the election slate for publication in the April issue of THE COMPASS, it was possible to allow only four weeks after the meeting of the Committee for securing acceptance of nominations and completion of the slate. In view of the difficulties in reaching and receiving replies from candidates in all parts of the country, and to make substitutions for those who cannot accept, a longer interval, not less than six weeks, should be provided.

4. In regard to the suggestions submitted by chapters for nominations, the Committee agreed to recommend that hereafter, all chapters should, before submitting their suggestions, be certain that their suggested nominees have been notified and are willing to be considered. Many chapters have undoubtedly done this in the past as a matter of course. However, if all do it from here on, it should do much to simplify the work of the Nominating Committee.

   Only 40 of the chapters submitted suggestions this year. In districts for which representatives are to be elected, this is particularly difficult, since the Nominating Committee is expected to make its selections only from names suggested by chapters in the district. In one instance only three names were suggested for a district office, two of whom declined, making it necessary for the Committee to select names without benefit of chapter suggestions. The Committee believes that all chapters should make a conscientious effort to submit suggestions. If they do not, their area is likely not to be represented as a result.

5. Likewise concerning chapter suggestions, the Committee found that much of the information provided by chapters was inadequate. Many chapters provided complete and detailed statements about each suggested candidate; others only slight information, or stated only that the information was already on file in the National Office. The Committee wishes to re-emphasize the importance of having complete biographical and evaluative material so that the Committee may have the basis for chapter recommendations.

   It also recognizes, however, the difficulties for the chapters in securing such material when they wish to suggest persons who are not members of the local chapter, and the duplication of effort for individuals and for the chapters when several chapters wish to suggest the same person, as for example in the case of incumbent officers. The Committee recommends, therefore, that hereafter, biographical material not be required in relation to renomination of incumbent officers. For other persons if the suggestion under point 4 is followed, of notifying persons that their names are being suggested, the chapter might at the same time either secure the biographical data, or make sure that it had been submitted through another chapter in connection with the current nominations.

   While the National Office can and does supply a great deal of helpful information for the use of the Nominating Committee, it does not necessarily have current information regarding all chapter members. If it were administratively and financially possible for the National Office to bring the Directory up to date, or to establish and maintain a complete file, which would have other uses, the Committee believes that the present method of securing biographical data from chapters in connection with suggestions for nominations might be modified.

6. A further matter that concerned the Committee was the question of how non-chapter members of the Association could be considered in the nominating process. At the present time, there is no means of bringing such members to the attention of the Nominating Committee. This, the Committee agreed, merits study by the National Board.

7. The Committee discussed, but reached no conclusion on, the pros and cons of the present double slate plan of electing officers. The advantages over a single slate are evident from the standpoint of affording wider participation of the membership in the final selection, and a more democratic process. Experience has shown, however, that many members do not like to enter into contest with their associates, and are unwilling to allow their names to be presented if they believe they will be defeated. The necessity for submitting a double slate was especially difficult for this year's Committee, since many chap-

ters expressed their desire for re-election of the present officers so strongly that they presented no other suggestions. A number of members who were approached shared this opinion to the extent that they were unwilling to be candidates. For two offices, President and Treasurer, the Committee was unable to secure the consent of any candidate as an alternate to the incumbent, although it made a strenuous effort to carry out its responsibility to present a double slate.

8. Finally, the Committee considered the fact that the officers of the Association are all elected for one year terms, and came to the conclusion that this does not seem sound from the standpoint of program or leadership continuity. In the Committee's opinion, a two-year term of office, for the presidency particularly, is much preferable. Likewise, a staggered-term plan for the other officers would be advisable.

   The Nominating Committee believes that one reason for limited participation of chapters in making suggestions for nominations may be that under the present time schedule they are asked for such suggestions within two months after the newly elected officers take office, so that the one year of service and the nomination of new officers are practically coterminous.

   The Nominating Committee recommends that the Board take cognizance of the chapter opinions presented in connection with the nomination process regarding the undesirability of the present one year terms of office.

The Committee wishes to express its appreciation to the staff of the National Office for the extremely helpful and well organized material which it supplied, and the other assistance provided to the Committee in arranging for the meeting and carrying on correspondence.

Nominations for Officers, Board Members and Nominating Committee 1943-44

THE slate presented by the Nominating Committee for this year's election appears below. Ballots will be mailed to the membership on or about May 20, 1943, after which a 25-day period will be allowed for voting. Some of the nominations are identified with nominative districts set up under the bylaws, but all members of the Association vote for candidates for all of the vacancies.

Petitions for additional nominations will be in order as soon as this issue of THE COMPASS is received. Such petitions must be filed in the national office by May 5 and, according to the bylaws, under the following conditions:

A. Petitions nominating district nominees for the National Board shall be signed by not less than 25 members. These members shall be from at least two chapters in any district containing two or more chapters;

B. Petitions nominating nominees at large for the National Board shall be signed by at least 50 members of not less than five chapters in three or more nominative districts;

C. Petitions nominating officers shall be signed by at least 100 members of not less than five chapters in three or more nominative districts.

The National Board has appointed a Committee on Elections which will supervise the election process. The rules for the election adopted by the National Board are as follows:

1. Both name and address of voting member must be written plainly on the envelope in which the ballot is returned or ballot will be invalidated.

2. Any writing on the ballot except the voting marks invalidates the ballot.

3. To be included in the count ballots must be postmarked not later than midnight twenty-five days after being mailed from the national office.

4. Votes may not be cast for persons whose names are not included on the printed ballot.

5. No more than one ballot may be returned in one envelope.

6. Vote for no more than the number of candidates to be elected as noted in each section of the ballot. Voting for more than the number to be elected invalidates that section of the ballot.

7. Ballots once cast may not be returned to the sender. Ballots lost or damaged after receipt by member may not be replaced.

8. Address all communications concerning the election to Committee on Elections, at the national office.

The ballot mailed to members will be limited to the names of the candidates and the rules of election and the biographical data about candidates will be a separate enclosure. The Board has adopted some procedures for opening and counting ballots in the presence of one or more members of the Committee on Elections, which is responsible for putting these rules into effect. The members of the Committee on Elections for the 1943–44 elections are: Mrs. Helen C. Young, Westchester, chairman; Catherine M. Dunegan, New York City; Frederick S. Hall, Florida; Esther Hilton, New York City, Margaret Hodges, New York City.

OFFICERS

(One to be elected for each office)

PRESIDENT

Grace L. Coyle, Cleveland.

Cleveland Chapter: Chairman, Committee on Ethics and Personnel Practices, 1937–38. National: Division on Personnel Standards, 1936–38; First Vice-President and Member, National Board, 1938–39; President, 1942–43.

B.A., Wellesley College; M.A. and Ph.D., Columbia University; Certificate, New York School of Social Work.

Chairman, Group Work Section, National Conference of Social Work, 1934–36; First Vice-President, National Conference of Social Work 1937–38; President, National Conference of Social Work, 1939–40; Member, U. S. Children's Bureau Commission on Children in War Time, 1942–; Member, Wartime Committee on Personnel in the Social Services.

Settlement experience, three years; Industrial Department, YWCA, local and national, ten years; Executive, Laboratory Division, National Board, YWCA, three years; Faculty, School of Applied Social Sciences, Western Reserve University, 1934–; Author, "Social Process in Organized Groups," "Studies in Group Behavior."

As noted in the Nominating Committee's report it was not possible to secure another nominee for this office.

FIRST VICE-PRESIDENT

Ruth Gartland, Pittsburgh.

Pittsburgh Chapter: Chairman, Committee on Administration as a Social Work Function, 1941–; Member, Committee on Public Relations. National: First Vice President, 1942–43; Member, Subcommittee on Community Organization of National Membership Committee, 1940–; Chairman, Advisory Committee on Recruitment, 1942–43.

Member, American Association of Psychiatric Social Workers and American Ortho-Psychiatric Association.

Ph.B., University of Chicago, 1915; M.Sc.S.A., Western Reserve University, School of Applied Social Sciences, 1924; New York School of Social Work, Specialization in psychiatric social work, 1929–31.

Associate Professor of Social Case Work, School of Applied Social Sciences, Western Reserve University, 1936–39; Professor of Social Case Work, in charge of the social case work program, School of Applied Social Sciences, University of Pittsburgh, 1939–.

Margaret Wagner, Cleveland.

Cleveland Chapter: Chairman, 1935–37; Chairman, Education Committee, 1938–40; Executive Committee, 1938–42. National: Chairman, Committee on Chapter Organization and Programs (Committee on Chapters), 1937–40; National Board, 1937–40.

Member, American Association of Medical Social Workers—Executive Committee 1941–; Chairman, Eastern Central District, 1930–32; Chairman, Cleveland Group, 1928–30.

Educated in private schools, Junior College, Travel, Courses School of Applied Social Sciences, Western Reserve University.

Director of Social Service, Cleveland City Hospital, 1924–30; Executive Secretary, Benjamin Rose Institute, 1930–.

SECOND VICE-PRESIDENT

William W. Burke, St. Louis.

Chicago Chapter: Chairman, Finance Committee, 1926–29; Treasurer, 1928. St. Louis Chapter: Chairman, 1933–34; Chairman, Committee on Public Welfare, 1935; Chairman, Committee on Professional Social Workers and the War Effort, 1942–43. National: Chairman, Extension Committee, 1922–23; Second Vice President, 1942–43.

A.B., University of Denver, 1916; Harvard Graduate School, 1916–17; New York School of Social Work, 1922–23; Ph.D., School of Social Service Administration, University of Chicago, 1934.

Associate Professor, Department of Social Work, Washington University, St. Louis, Missouri, 1929–; Supervisor of Examinations, Missouri Unemployment Compensation Commission, 1938–40; Acting State Merit System Supervisor, 1942.

Edna T. Hawley Seamons, Encino, Cal.

California Council: Chairman, 1940–42; one of nine council members, 1937–40; Committee on Social Studies, 1940–42; San Diego Chapter: Chairman, 1937; Los Angeles: Ethical Standards Committee; Delegate Conference Committee. Delegate to 1938, 1939, 1941 Delegate Conferences.

B.A., University of Washington, Seattle; M.S., Oregon State College, Corvallis, 1928; Ph.D., Jessie Burr Fellowship in Social Work, Washington University, St. Louis, Mo., 1932; University of Southern California, graduate diploma in social work, 1931.

Member, American Association University Professors; Member, American Public Welfare Association; Member, Family Welfare Association of America; Member, Alpha Kappa Delta, honor society in Sociology; Member, Psi Chi, honor society in Psychology; Member, Board and one of three editors of Social Welfare Legislation and Action Bureau of California, 1942–; Board member, San Fernando Valley USO-NTAA–present.

Staff, University of California Extension Division, 1935–40; Staff, Adult Education Division, San Diego Schools, 1938; Staff, San Diego Chapter, American Red Cross, 1936–38; California State Department Social Welfare, 1941; Los Angeles Public Welfare Committee, present.

THIRD VICE-PRESIDENT

Jeanette Regensburg, New Orleans.

New York City Chapter: Chairman, Nominating Committee, 1936–37; Executive Committee. New Orleans: Chairman, Committee on Recruitment. National: Division Personnel Standards, 1935–38; AASW-JVS Functional Relationships, 1937–38; Corresponding member, Committee on Personnel Practices.

A.B., Vassar College, 1920; A.M., Columbia University, Psychology, 1921; Ph.D., Columbia University, Psychology, 1931; courses, Chicago SSA, 1940.

Case Work Associate, Charity Organization Society, New York City, 1932–33; Associate District Secretary, 1933–38; Instructor, Associate Professor, Tulane School of Social Work, 1938–.

Margaret Yates, Fort Worth, Texas.

Chicago Chapter: Executive Committee, 1934–36. New Orleans Chapter: Chairman, Committee on Government and Social Work, 1936–38. North Texas Chapter: Executive Committee, 1940; Chairman, 1941–42; Vice Chairman, 1943. National: Chairman, Nominating Committee, 1942.

Ph.B., University of Chicago, 1920; M.S.S., Smith College School for Social Work, 1927; Graduate courses in School of Social Service Administration, University of Chicago.

Instructor and Assistant Professor, Social Case Work, Tulane University School of Social Work, 1936–39; Executive Secretary, Council of Social Agencies, Fort Worth, Texas, 1939–.

SECRETARY

William T. Kirk, Kansas City.

New York City Chapter: Secretary, 1936. Fort Orange Chapter: Chairman, 1939–40. National: Committee on Chapters, 1940–41.

B.S. in Business Administration, Ohio State University, 1932; diploma, New York School of Social Work, 1936.

Executive, Protestant Family Welfare, Inc., Albany, N. Y., 1938–41; Executive Director, Provident Family and Children's Service, Kansas City, Mo., 1941–.

Mrs. Savilla Simons, Washington, D. C.

Chicago Chapter: Secretary, 1934–35; Legislative Committee, 1935–37; Executive Committee, 1936–37; Chairman, 1938–40. Washington, D. C., Chapter: Child Welfare Committee, 1942. National: Secretary, National Board, 1939–40; Committee on Government and Social Work, 1940–42.

Ph.B., University of Chicago, 1924; M.A., School of Social Service Administration, 1926.

Director, Douglas Smith Fund, 1932–40; Specialist, U. S. Children's Bureau, 1940–43; Chief, Division of Assistance Analysis, Bureau of Public Assistance, Social Security Board, 1943–.

TREASURER

Paul L. Benjamin, Buffalo.

Louisville, Ky., Chapter: Chairman of Committee which organized chapter. Washington, D. C., Chapter: Chairman, Program Committee, 1931; President, 1932. Buffalo Chapter: Executive Committee, 1933–36; Co-chairman, Committee on Government and Social Work, 1939–40. National: Member of charter group which organized AASW; National Board, 1924–27; Committee on Chapter Organization and Program, 1939; Treasurer, 1942–43.

Member: American Association for the Study of Group Work; Family Welfare Association of America.

Ph.B., Syracuse University, 1910; Graduate work at Columbia University, University of Minnesota, George Washington University; Courses, New York School of Social Work.

Executive Secretary, Council of Social Agencies, Buffalo, N. Y., 1932–. Member of Faculty, School of Social Work, University of Buffalo.

As noted in the Nominating Committee's report it was not possible to secure another nominee for this office.

NATIONAL BOARD MEMBERS

Nominated at Large

(Two to be elected for 3 year terms)

Charles H. Alspach, Boston.

Boston Chapter: Chairman, 1942; Vice Chairman, 1939; Chairman, Division Government and Social Work, 1938–39.

B.S., University of Pennsylvania, 1921; Graduate, Pennsylvania School of Social Work, 1923; summer session, New York School of Social Work, 1923.

Director, Welfare Federation, Reading and Berks County, Pa., 1926–32; Director, Division Transients, Pennsylvania Relief Administration, 1933–35; Director, Division of Transients FERA, 1935–36; Regional Representative, Bureau of Public Assistance, Social Security Board, 1937–present.

Arthur E. Fink, Atlanta.

Georgia Chapter: Chairman, 1939–41.

B.A., University of Pennsylvania, 1924; M.A., University of Pennsylvania, 1930; Ph.D., University of Pennsylvania, 1936; M.S.W., Pennsylvania School of Social Work, 1937.

Vice President, Georgia Conference on Social Welfare, 1941.

Director, Social Work Training, University of Georgia, 1938–41; In-Service Training Institute, Federal Probation Service, Administrative Office U. S. Courts, 1940–42 (intermittent); Regional Supervisor, Social Protection Section, Office of Defense Health and Welfare Services, 1941–. Author: "Causes of Crime," 1938; "The Field of Social Work," 1942.

E. Marguerite Gane, Buffalo.

Buffalo Chapter: Executive Committee, 1930–36, 1940–43; Chairman, Field of Social Work, 1936–38; Chairman, Division on Personnel Standards, 1939–40; Member of Committees on Membership, 1934; Personnel Standards, 1936; Codification of Welfare Laws, 1937–38; Joint Vocational Service, 1938–39; Purpose, Function and Structure, 1938–40. National: National Board, 1941–43; National Council, 1930–33; Subcommittee on Standards of Approved Agencies, 1930–33; National Membership Committee, 1931–34; Division on Personnel Standards, 1934–35.

Simmons School of Social Work, 1916.

Executive Secretary, Buffalo Children's Aid and Society for Prevention of Cruelty to Children, 1932–; Faculty, University of Buffalo, School of Social Work, 1930–40.

Eunice L. Minton, Jacksonville, Fla.

Florida State Chapter: Chairman, 1939–41; Executive Committee, 3 years. Regional: Chairman, Southeastern Regional Conference, 1941–42; Executive Committee Southeastern Regional Conference, 1940–41.

B.A., Florida State College, 1930; M.S.S., Richmond School of Social Work, 1931.

Florida State Welfare Board, Field Representative, 1937–39; Director of Public Assistance, 1939–42; Director of Social Service, 1942–.

NATIONAL BOARD MEMBERS

Nominated by districts. Elected by total vote, one from each district, to serve for 3 year terms

Nominative District 3

A. A. Heckman, St. Paul.

Twin City Chapter: Executive Committee, 1933–35; Chairman, Legislative Committee, 1937; Chairman, Chapter-National Committee, 1942–43.

Ph.B., Denison University, 1927; School of Applied Social Sciences, Western Reserve University, 1927–29.

General Secretary of Family Service of St. Paul, 1931–.

Esther E. Twente, Lawrence, Kansas.

Topeka Chapter: Chairman, Committee on Chapter Organization, 1938; Chairman, Committee on Recruiting Personnel for Professional Education, 1943; Chapter representative, Regional Conference, 1938, 1942; Chapter representative, Delegate Conference, 1936, 1937. Wichita Chapter: Chairman, 1933. National: Committee on Conference Program, 1938.

B.A., University of Missouri, 1918; New York School of Social Work, summer 1930; School of Social Service Administration, University of Chicago, summers 1938, 1939, 1941.

Member: Family Welfare Association of America; American Public Welfare Association; National Conference of Social Work; White House Conference on Children in a Democracy, 1940.

Assistant Superintendent of Relief and Superintendent of Relief, 1933–37, Kansas Emergency Relief Committee; Assistant Professor of Sociology, University of Kansas, 1937–. Lecturer, Department of Social Work, University of Denver, summer 1937; Lecturer, Department of Sociology, University of Texas, summer 1942.

Nominative District 6

Cordelia Cox, Richmond.

Richmond Chapter: Chairman, 1941–42; Chairman, Program Committee, 1942–43.

Member, Virginia Conference of Social Work, Virginia Federation of Social Workers, American Association of School Social Workers.

A.B., College of William and Mary, 1922; Commonwealth Fellow with White Williams Foundation, 1924; A.M., University of North Carolina, 1925; special work with New York School of Social Work.

School Counselor, John Marshall High School, Richmond, 1938–39; Field Representative and Personnel Officer, Virginia Department of Public Welfare, 1939–41; Professor of Social Case Work, Richmond School of Social Work, 1941–.

Genevieve Gabower, Washington, D. C.

Chicago Chapter: Grievance Committee, 1934–36. Washington, D. C., Chapter: Committee on Association Function and Structure, 1938–39; Chairman, Committee on Social Action, 1940–41; Delegate to 1939, 1940, 1941 Delegate Conferences; Vice Chairman, 1940–41; Chapter Chairman, 1941–; Executive Committee, 1940–. National: Chairman, Subcommittee on Probation and Parole, National Membership Committee, 1941–; Member, National Membership Committee, 1941–.

B.A., College of St. Teresa, Winona, Minn., 1928; M.A., School of Social Service Administration, University of Chicago, 1936.

Caseworker, Joint Service Bureau, Chicago, 1933–34; Caseworker and Supervisor of Intake, Children's and Minors' Service, Chicago, 1934–36; Supervisor of Probation, Juvenile Court, Washington, D. C., August

1936 to January 1937; Director of Social Work, Juvenile Court, Washington, D. C., January 1937–42; Consultant, Social Service Division, U. S. Children's Bureau, 1942–. Lecturer, National Catholic School of Social Service, 1938–.

Nominative District 9

Clarence M. Pretzer, Providence.

Northeastern Pennsylvania Chapter: One of organizers of chapter; chairman for one year. Rhode Island Chapter: One of organizers of chapter; Chairman, 1934–35; Executive Committee, 1930–39; Delegate to Delegate Conference, 1934–39.

B.A., Western Reserve University, 1920; M.A., School of Applied Social Sciences, Western Reserve University, 1923.

Member, Family Welfare Association of America; Chairman, State Family Security Committee O.C.D.

Case worker and assistant to general secretary, Associated Charities, Cleveland, 1920–26; Executive Secretary, Family Welfare Society, Scranton, Pa., 1926–29; Executive Secretary, Providence Family Society, 1929–.

Elsie M. Rogers, Syracuse.

Syracuse Chapter: Secretary-Treasurer, 1936–37; Chairman, Nominating Committee, 1938–39; Member-at-Large, 1940–42; Chairman, 1942–43.

B.A., University of Kansas, 1923; certificate, Recreation Training School of Chicago, 1927; New York School of Social Work, 1934–35.

Casework Supervisor, Onondaga County Department of Public Welfare, 1937–43; Home Service Field Representative, American Red Cross, 1943–.

NOMINATING COMMITTEE MEMBERS

(One to be elected from each district for 3 year terms)

Nominative District 3

Agnes S. Donaldson, Lincoln, Neb.

Colorado Springs Chapter: Chairman, 1935–36. Nebraska Chapter: Membership Committee, 1937–39; Chairman, 1939–41; Chairman, Committee on Professional Standards, 1942–43.

A.B., Agnes Scott College, 1917; M.A., Colorado College, 1930; First Red Cross Home Service Institute, 1917; Social work courses, University of Southern California, 1929; University of Chicago Social Service Administration, 1937; summer seminars, New York School of Social Work, 1941.

Served as member, Time and Place Committee, Nominating Committee, Local Membership Chairman for National Conference of Social Work.

Field Work Supervisor, University of Chicago School of Social Service Administration, summer 1937; Associate Professor, University of Nebraska Graduate School of Social Work, 1937–.

Frank Z. Glick, Lincoln, Neb.

Nebraska Chapter: Chairman, Plains States Regional Conference, 1941.

Ph.D., University of Chicago, 1939.

Member, American Public Welfare Association.

Director and Professor of Public Welfare Administration, University of Nebraska, Graduate School of Socical Work, 1939–.

Nominative District 5

Mrs. Elinor R. Hixenbaugh, Columbus.

Dayton Chapter: Chairman, 1931–32. Ohio Council: Chairman, Legislative Committee, 1932–34; Council Chairman, 1934–35. Columbus Chapter: Executive Committee, 1936; Legislative Committee, 1937–38; Interpretation Committee, 1937; Chairman, 1942. National: Chairman, Committee on Chapter Organization and Programs, 1934–36.

B.A., Ohio State University, 1916; Graduate courses, University of Dayton, College of Law; Ohio State University, School of Social Administration.

Case Supervisor, Family Bureau, Columbus, 1935–38; Executive Secretary, Ohio Welfare Conference, 1935–38 (part-time); State Supervisor of Case Work, Ohio Division of Aid for Aged, 1934–35, 1939–.

Mrs. Beulah Whitby, Detroit.

Detroit Chapter: Executive Committee, 1935–39; Chairman, Government and Social Work Committee, 1940–41, 1942–43; Delegate to Delegate Conference, 1940.

A.B., Oberlin College, 1924; M.S.W., University of Michigan Graduate School of Social Work, 1940; Graduate study, New York School of Social Work and University of Chicago School of Social Service Administration.

Member of National Conference of Social Work, Mental Hygiene Society.

Casework Supervisor, Detroit Department of Public Welfare, 1937–41; Administrative Supervisor, Alfred District Department Public Welfare, September 1941 to December 1942; Executive Secretary, Emergency Welfare and Evacuation Committee, Office of Civilian Defense, December 1942–.

Nominative District 6

(To fill unexpired term to 1944)

Raymond Clapp, Washington, D. C.
(Biographical data not received.)

Elwood Street, Richmond.

St. Louis Chapter: Chairman, 1927. Washington, D. C., Chapter: Chairman, 1936–38. Richmond Chapter: Executive Committee, 1940–42. Charter member, AASW and its preceding Social Workers Exchange. National: Chairman, Finance Committee, 1927–31; Vice President, 1926–27.

A.B., Western Reserve University, 1912; M.A., University of Louisville, 1921.

Assistant Secretary, Cleveland Federation for Charity and Philanthropy, 1913–16; Circulation Manager of the Survey, 1916–17; Director, Louisville Welfare League, 1917–21; Director, Community Fund and Community Council of St. Louis, Mo., 1921–28; Director, Community Chest, Washington, D. C., 1928–34; Director of Public Welfare, District of Columbia, 1934–39; Director, Community Council and Community Fund, Richmond, Va., 1939–. Instructor in Community Organization, Public Welfare Administra-

tion and Social Work Administration at various times in University of Louisville; Washington University, St. Louis; New York School of Social Work Summer School; American University; George Washington University; National Catholic University; University of Southern California Summer School; School of Social Work of the College of William and Mary.

Author: "Sympathy and System in Giving," 1921; "Social Work Administration," 1931; "The Public Welfare Administrator," 1939.

Nominative District 7

(To fill unexpired term to 1944)

Eleanor Meckelnburg, Harrisburg.

Harrisburg Chapter: Vice Chairman, 1942; Acting Chairman, 1943. Pennsylvania Division: Chairman, Committee to Study Structure and Function of Division, 1942–43.

A.B., Carnegie Institute of Technology, Pittsburgh, 1924; Graduate, New York School of Social Work, 1929; Summer session, Pennsylvania School of Social Work, 1940.

Caseworker, Children's Aid Society, Allegheny County, Pa., 1931–34; Field Worker, Children's Aid Society, Western Pennsylvania, 1934–37; Field Supervisor, Rural Child Welfare Unit, Pennsylvania Department of Welfare, Harrisburg, 1937–.

Gertrude Wilson, Pittsburgh.

Pittsburgh Chapter: Executive Committee, 1939–42; Membership Committee, 1942–45. National: Personnel Practices Committee, 1940–42.

Ph.B., University of Chicago, 1920; M.A., University of Chicago School of Social Service Administration, 1935; Graduate work at Columbia University.

Member, Executive Committee of Conference of Professional Schools of Recreation and Group Work.

Professor of Group Work, School of Applied Social Sciences, University of Pittsburgh, 1939–.

Nominative District 9

Frances Desmond, Buffalo.

Buffalo Chapter: Vice Chairman, 1939–41; Chairman, Health Committee, 1942–43; Delegate to Council of Social Agencies, 1942–43; Case Work Trends Committee, 1938–40; Program Committee, 1939–40; Personnel and Employment Practices Committee, 1939–40; Committee on Professional Education, 1940. National: Committee on Chapters, 1941.

B.A., D'Youville College, 1921; Diploma, New York School of Social Work, 1937.

Member, American Association of Psychiatric Social Workers.

Supervisor, Family Division and Student Training; Secretary, Psychiatric Clinic, Catholic Charities of Buffalo, 1938–41; Psychiatric Social Worker, Child Guidance Clinic of Children's Hospital, Buffalo, 1941–.

Barbara C. Wallace, Boston.

Boston Chapter: Committee on Government and Social Work, 1939–42; Chairman, 1941–42; Membership Committee, 1941–43; Executive Committee, 1940–41; Alternate, Delegate Conference, 1939.

B.A., Smith College, 1933; M.S., Simmons College School of Social Work, 1936; Courses at Harvard and Columbia Universities, 1938–39.

Caseworker, Family Welfare Society of Boston, 1936–38; Research Assistant, Boston Council of Social Agencies, 1939–42; Consultant Department of Public Welfare, Commonwealth of Massachusetts, 1942–.

Merit System Examinations

The Merit System Council of the State of Delaware announces examinations for which there are no residence requirements for the following positions:

Junior Field Worker, Old Age Welfare Commission, Salary $90 to $150.
Junior Case Worker, State Board of Charities, Commission for Aid to Dependent Children, Salary $125 to $150.
Senior Case Worker, State Board of Charities, Commission for Aid to Dependent Children, Salary $150 to $175.
Junior Interviewer, Delaware Division, U. S. Employment Service, Salary $135 to $165.
Case Work Aid, State Board of Charities, Commission for Aid to Dependent Children, Salary $100 to $125.

Application blanks are available from Charles W. Bush, Merit System Supervisor, Post Office Box 1911, Wilmington, Delaware. Applications will be accepted until further notice and dates for the examinations will be set as soon as a sufficient number of applications have been filed and thereafter periodically as applications are received. Out of state examination centers may be arranged where the number of applicants justifies it.

The Department of Civil Service of the County of San Diego, California, has announced examinations for Supervising Group Worker and Assistant Probation Officer, Grade II, for which residence requirements have been waived. The tentative salary rate for both positions is $213 per month. There are at least two immediate appointments for men and two for women for supervising group worker and two immediate appointments for assistant probation officer. There will be other appointments as needed. Applications will be received until further notice and blanks are available from Room 212, Civil Center, San Diego. Arrangements may be made to give the examinations in localities other than San Diego.

PHILADELPHIA DISMISSALS

(Continued from page 17)

It was reported in the public press that "Department officials based their action on inquiry carried on for nearly two years by paid officers. They said it showed the persons fired participated in political activity, were members of a subversive party (Communist), or misused their jobs for political purposes."

The Executive Director of the D.P.A. was quoted in an issue of PM to the effect that, "workers were ousted because they believed in the overthrow of the Government."

The State Department of Public Assistance said in a public statement distributed at the time:

> "Reports of political and subversive activities on the part of a few employees in Philadelphia have been a matter of concern to the Department and to the great body of its employees. The seven thousand employees of the Department, and the sixty-seven county boards, are conscientious and loyal workers who have successfully maintained a non-political and non-partisan attitude in their service to Pennsylvania's needy population. They deserve the utmost protection from the relatively few employees who have seen fit to use their positions to engage in political activities incompatible with public employment and civil service.
>
> "The Department of Public Assistance will promptly and thoroughly investigate any complaints regarding the actions of its employees. I wish to emphasize, however, my complete confidence in the work and conduct of the State-wide staff, except for the relatively small group involved in these dismissals."

It appeared that D.P.A. Board members had a genuine feeling that the D.P.A. staff harbored Communists. The reaction was characteristic of community antagonism displayed to Communists at that time. The report that the Communists had invaded the D.P.A. resulted from an expedition made into Philadelphia by Dies Committee staff members in connection with one of their examinations into subversive activities. Data unearthed then were turned over to the Governor. The Governor, very much concerned, provided special funds for an inquiry. Quiet investigation by State police officers, detectives and through persons placed on the D.P.A. staff for the purpose, followed and resulted in the two batches of wholesale dismissals.

IV

Appeals and Hearings

There was much confusion in the appeal process itself, since the new Civil Service Commission, provided under the Tallman Act, was unable to function legally because a civil service director had not been appointed, and under the Act the committee could not function until such appointment was made. The old Employment Board, therefore, prepared the hearings and appointed panels of review for the purpose, under the chairmanship of Mr. W. W. Montgomery, Jr., well known member of the Philadelphia Bar.

The Review Board refused to hold private hearings requested by some appellants who did not want the notoriety of public hearings. The hearings began November 22, with 39 appellants presenting their cases. Eleven had withdrawn for various reasons: some had other jobs, some objected to the notoriety, some were dissatisfied with the D.P.A. because of administrative practices, one woman expected a baby, etc.

Mr. W. C. Ferguson, Jr., appointed as legal counsel for the Appeal Board, called in the professional investigators on Communistic activities. It was pointed out by one of the investigators brought in, that support of, or participation in, Communistic programs could not be determined by membership in the party alone, since the Communist party operated through "front" organizations whose members did not belong to the party. Much time was spent at the hearings in discussing "front" organizations and "front" methods. Fifteen members were said to belong to the Spanish Relief Campaign, 16 to the American League for Peace and Democracy, 6 to the Abraham Lincoln Brigade, 4 to the Workers' Alliance, and one each to 7 other organizations, including the Committee to Free Earl Browder, the Yanks Are Not Coming, etc. All were "front" groups, said the Board's expert witnesses. The investigation was conducted according to Dies Committee methods.

One of the witnesses, Miss Mildred Montgomery, former supervisor of the D.P.A., testified that many of the dismissed employees came from the district of which she was formerly in charge, and had been noted for their excellent work and that none of them could have been discharged as incompetent. Most of the employees were union members. Dismissal for union activities is not permitted under the Act. It was not until November, 1942, that all the decisions were finally handed down by the State Employment Board. The proceedings had taken the major portion of a year. The result of the hearings in the various panels may be analyzed as follows:

Panel No. 1	Dismissals upheld	13
	Reinstated	None
	(These were all petition signer cases)	
Panel No. 2	Dismissals upheld	2
	Reinstated	2
	Resigned before dismissal	2
	Appeals withdrawn	5
Panel No. 3	Dismissals upheld	2
	Reinstated	3
	Resigned before dismissal	1
	Appeals withdrawn	4
Panel No. 4	Dismissals upheld	None
	Reinstated	7
	Appeals withdrawn	2
Panel No. 5	Dismissals upheld (Petition signers)	4
	Others	1
	Reinstated	2

The action taken by the five panels varied greatly and the chance of getting before one panel or another apparently determined the result in some cases. While we have no direct knowledge to what extent the recommendations of the panels as to reinstatement or dismissal were adopted by Harrisburg, it is reported that they were not adopted in every case. The final score as to dismissals and reinstatements is as follows:

Appeals withdrawn		11
Dismissals upheld (petition signers)	17	
Dismissals upheld (others)	5	
Total dismissals upheld		22
Reinstated with pay	2	
Reinstated without pay	12	
Total reinstated		14
Cancelled because of resignation before dismissal		3
		— 50

This means that of the 36 appeals which came before the Board of Review, 14 were upheld and appellants were reinstated in their jobs. If 12 were forced to lose a year's pay for activities which were considered improper, why were they reinstated? If they were considered suitable for the service, why were such heavy financial penalties imposed?

It should be noted that signing a Communist petition was held grounds for dismissal, although the signing of a Party petition to get a man's name on a ballot is not forbidden in the civil service act as political activity. However, signing the Communist party petition was taken in part as evidence of undesirable activity by the Review Board.

V

The Reinstatements

What can we say of the reinstatement of 12 persons without pay? In their decisions the State Employment Board upheld the Review Board, regardless of the fact the proceedings took a year and dismissals took place before the proceedings began. It is possible under the law for employees to be dismissed without pay. It is held by civil service specialists that a case is not always black or white, and that this procedure is sound. However, in order to protect employees from punishment that may be too severe, it seems fair to suggest that employees may never be fined more than a month's pay in order to guard against the possibility that a long drawn out hearing may make reinstatement without pay a disproportionate punishment. If so severe a penalty as loss of a year's pay is deemed to be in order in any particular case, the question arises whether the employee should be reinstated.

The Citizens' Committee which framed the existing civil service legislation in Pennsylvania, prepared a good law but it was later very much changed. It was stretched, chopped and sliced to fit the legislative plan, including the Governor's amendment to give him the right to fire any employee on recommendation of the Department head, regardless of other civil service provisions of the Act. If the particular situation we are reviewing had been of the character and seriousness alleged, one wonders why the Governor did not exercise the prerogative which the law provides, by dismissing the employees on the recommendation of an executive or the D.P.A. Board, thus dispensing with proceedings which took more than a year.

VI

Conclusions

Our findings show: (a) the dismissals in the D.P.A. were mass dismissals and arbitrary in nature; (b) the character of the dismissals seemed to us to affect or endanger the civil rights of dismissed employees; (c) there was injustice in having reinstated employees lose many months of pay through the use of cumbersome and drawn out appeal procedures; (d) the advance newspaper publicity and character of some of the decisions endangered the future professional careers of dismissed employees.

We conclude that the proceedings, while perhaps legally correct, were unsound. The methods used did not afford adequate protection to the workers involved, nor did they protect standards of the agency. Firings took place without previous discussion with the employee. Can we not ask whether a social agency has not a moral obligation to discuss with a staff member reasons for severance from the service, even before final legal action is taken by the employer? The object of sound personnel practice is to protect the worker and the agency, and if irregular procedures are used they can impair standards by firing people on one supposition, while the real basis for dismissal is on another. It was proven that some instances were cases of mistaken identity. Sound procedure and personnel practices would have prevented this error. Supervisors and department executives were not consulted in the firing, nor did they have an opportunity to make recommendations concerning dismissals or retentions.

One wonders whether it is desirable to make wholesale dismissals under a civil service procedure which is intended to be set up for individual hiring and firing. When an employer has to fire so many people at one time, it might well be questioned whether his hiring practices are efficient and his personnel policies sound. The Civil Service Board should have power to set up rules and regulations as to personnel practices to which the State employers should conform.

The plan adopted by the State of Pennsylvania, which includes a provision by which the State Civil Service Commission makes reinstatement, usually carries with it also the practice of making a summary report of the findings, accompanied by a brief statement of charges and replies. As a matter of fact, the Department of Public Instruction of Pennsylvania publishes in "Public Education" every month an analysis of all civil service appeals, and the results of the hearings and the findings of the Department.

The State civil service legislation should be examined and changes drafted that would help clarify the Act and make it a safer and more social instrument. It seems to this committee that the rules and regulations of the Civil Service Commission should set up a definite procedure as to hearings. Under the procedure adopted in connection with these dismissals, employees did not have protection against having to wait a year for final decision. If there can be no limitation on hearings of dismissals and the length of time in which decision can be handed down, there should be a limit on the amount of pay that an employee can lose.

Care should be taken that in any charges made and action taken civil rights of individuals are not affected. When an employee is charged with subversive activities, political activities, or any other crime, should he not have the right to choose between an appeal by the Review Board and the Courts? May he not demand that the Review Board forego its right to deal with his case and that he have a day in court? [2]

Care should be taken not to injure the professional status of employees and their ability to obtain reemployment as professional persons. Public statements prejudicial to the employee's interest and made by the employer in advance of hearings should be forbidden by the rules and regulations of the Civil Service Commission.

A definite effort should be made to get the full records of the proceeding in order to determine on what basis and by whom the ultimate decisions were made and whether the panel groups' decisions were followed by the Board. It seems to us important to know who are responsible for the decisions and procedures.

In presenting this report, we desire to affirm the rights of citizens and responsible groups to question their governmental servants as a method of maintaining and developing a sound public service.

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[2] It seems to the chairman and some members of the committee that when a person is charged with an offense which is a specific crime, political or otherwise under the statute, the appeal should be through the courts directly. It does not seem to be the place or occasion for action by the Review Board.

QUALIFICATIONS OF 566 NEW MEMBERS ADMITTED DURING THE YEAR 1942

	Junior	*Full*	*Section 6*	*Totals*
Number Admitted	150	404	12	566
SEX				
Male	31	90	11	132
Female	119	314	1	434
TOTALS	150	404	12	566
AGE GROUPS				
21 to 25	41	33	..	74
25 to 30	45	150	..	195
30 to 40	48	175	6	229
40 to 50	15	40	5	60
50 and over	1	6	1	8
TOTALS	150	404	12	566
COLLEGE EDUCATION				
Bachelor's degree	146	400	12	558
Two years of college	4	4	..	8
TOTALS	150	404	12	566
PROFESSIONAL EDUCATION				
Undergraduate Courses				
Less than one year	2	..	..	2
One year	1	9	..	10
Graduate Courses				
Less than one year	52	..	..	52
One year, less than two	82	138	..	220
Two years, no degree or diploma	13	37	..	50
Two years, with degree or diploma	..	220	..	220
Not meeting requirements	..	..	12	12
TOTALS	150	404	12	566
FIELD WORK				
In school of social work	146	404	..	550
In agency training district	4	..	..	4
Not meeting requirements	..	..	12	12
TOTALS	150	404	12	566
AGENCY AUSPICES				
Public Social Work				
Emergency agencies	2	8	1	11
Permanent agencies	56	137	4	197
	58	145	5	208
Private Social Work	66	231	7	304
Not Employed, or Students	25	19	..	44
In Armed Forces of United States	1	9	..	10
TOTALS	150	404	12	566
FIELD OF WORK—private agencies only				
Case Work	60	197	3	260
Community Organization	..	12	1	13
Group Work	6	14	3	23
Other	..	8	..	8
TOTALS	66	231	7	304
TYPE OF POSITION IN AGENCY				
Executive	7	31	9	47
Supervisory	19	59	2	80
Practitioner	98	271	..	369
Teacher	..	6	..	6
Research	..	6	..	6
Other	..	3	1	4
Not employed, or students	25	19	..	44
In Armed Forces of United States	1	9	..	10
TOTALS	150	404	12	566

LOCATION OF 566 NEW MEMBERS ADMITTED DURING THE YEAR 1942

Chapters	*Junior*	*Full*	*Total*
ALABAMA	..	3	3
ARIZONA	1	2	3
ARKANSAS	1	1	2
CALIFORNIA			
East Bay	2	2	4
Los Angeles	5	18	23
Sacramento	2	5	7
San Francisco	4	7	11
San Diego	2	1	3
Tri-County	..	1	1
COLORADO			
Colorado Springs	..	..	..
Denver	..	..	..
CONNECTICUT	..	4	4
DELAWARE	..	6	6
DISTRICT OF COLUMBIA	4	19	23
FLORIDA	..	1	1
GEORGIA	1	4	5
HAWAII	..	3	3
ILLINOIS			
Chicago	6	18	24
Illinois	3	8	11
INDIANA			
Indianapolis	3	6	9
St. Joseph Valley	1	2	3
IOWA	2	3	5
KANSAS			
Topeka	1	..	1
Wichita	1	1	2
KENTUCKY	4	3	7
LOUISIANA			
New Orleans	3	7	10
Louisiana	2	5	7
MAINE	..	1	1
MARYLAND	..	8	8
MASSACHUSETTS			
Boston	2	17	19
Southeastern Massachusetts	..	1	1
Western Massachusetts	..	2	2
Worcester	1	2	3
MICHIGAN			
Detroit	3	5	8
Grand Rapids	..	..	..
Lansing	..	1	1
Washtenaw County	2	3	5
MINNESOTA			
Arrowhead	1	2	3
Twin City	3	7	10
MISSISSIPPI	2	..	2
MISSOURI			
Central Missouri	..	1	1
Kansas City	1	6	7
St. Louis	7	8	15
MONTANA	..	1	1
NEBRASKA	1	1	2
NEW JERSEY	2	14	16
NEW YORK			
Buffalo	..	6	6
Fort Orange	..	1	1
Hudson Valley	2	1	3
New York City	4	31	35
Rochester	..	7	7
Southern Tier	..	1	1
Syracuse	..	4	4
Westchester County	..	7	7
NORTH CAROLINA	5	17	22
NORTH DAKOTA	..	..	..
OHIO			
Akron	1	1	2
Cincinnati	1	11	12
Cleveland	25	19	44
Columbus	2	2	4
Dayton	2	4	6
Toledo	..	..	..
Mahoning Valley	..	1	1
OKLAHOMA	3	5	8
OREGON	1	4	5
PENNSYLVANIA			
Erie	1	..	1
Harrisburg	..	1	1
Lehigh Valley	..	..	..
Northeastern Pennsylvania	2	1	3
Philadelphia	2	9	11
Pittsburgh	1	17	18
Reading	..	..	..
PUERTO RICO	..	1	1
RHODE ISLAND	1	5	6
SOUTH CAROLINA	3	3	6
SOUTH DAKOTA	..	1	1
TENNESSEE			
East Tennessee	..	..	..
Memphis	..	2	2
Nashville	1	6	7
TEXAS			
North Texas	2	2	4
South Texas	..	1	1
Southeast Texas	2	1	3
UTAH	4	4	8
VIRGINIA			
Lynchburg-Roanoke	..	1	1
Richmond	..	5	5
WASHINGTON			
Inland Empire	2	3	5
Pierce County	..	..	..
Puget Sound	3	6	9
WISCONSIN			
Dane County	..	..	..
Milwaukee	..	5	5
STATE COUNCILS			
California	2	..	2
Michigan	..	3	3
New York	1	1	2
Ohio	..	..	..
Pennsylvania	..	..	..
MISCELLANEOUS STATES			
Colorado	..	1	1
Missouri	2	..	2
New Mexico	..	3	3
Washington	..	1	1
West Virginia	2	..	2
Wisconsin	..	1	1
	150	416	566

NOTE: Total admissions for 1942 were 569, including 3 guest members.

PROFESSIONAL SCHOOLS ATTENDED BY 566 NEW MEMBERS ADMITTED DURING THE YEAR 1942

Members of American Association of Schools of Social Work	*Junior*	*Full*	*Total*
Atlanta University	1	7	8
Boston College	..	9	9
Boston University	..	12	12
Bryn Mawr College	..	7	7
Buffalo, University of	2	5	7
California, University of	6	5	11
Carnegie Institute of Technology	1	5	6
Catholic University of America	1	4	5
Chicago, University of	15	56	71
Denver, University of	3	2	5
Fordham University	..	6	6
Hawaii, University of	..	..	..
Howard University	1	2	3
Indiana University	2	2	4
Louisiana State University	2	2	4
Louisville, University of	3	2	5
Loyola University	3	4	7
Michigan, University of	4	7	11
Minnesota, University of	5	9	14
Montreal School of Social Work	..	..	..
National Catholic School of Social Service	..	11	11
Nebraska, University of	3	2	5
New York School of Social Work	8	58	66
North Carolina, University of	5	8	13
Ohio State University	1	8	9
Oklahoma, University of	4	3	7
Pennsylvania School of Social Work	3	14	17
Pittsburgh, University of	2	11	13
St. Louis University	5	5	10
Simmons College	4	18	22
Smith College	1	26	27
Southern California, University of	10	22	32
State College of Washington	4	2	6
Toronto, University of	..	..	..
Tulane University	9	10	19
Utah, University of	4	4	8
Washington University (St. Louis)	4	6	10
Washington, University of (Seattle)	2	7	9
Wayne University	2	4	6
Western Reserve University	26	25	51
West Virginia University	..	..	..
William and Mary, College of	..	5	5
Work Taken While Schools Were Members of the AASSW			
Cincinnati, University of	1	..	1
Graduate School for Jewish Social Work	..	5	5
Iowa, University of	2	3	5
Northwestern University	..	1	1
Other Training Courses Accepted Section 6	1	..	1
	..	12	12
	150	416	566

REMEMBER TO CAST YOUR VOTE IN

ANNUAL ELECTION

MAIL VOTE ON THE STUDY OF MEMBERSHIP STANDARDS AND INCORPORATION